

Multicultural NSW

Annual Report 2022-2023





Acknowledgement of Country

Multicultural NSW acknowledges the traditional custodians of the land, skies and waterways of this state. We pay respect to the Elders past, present and future of all Aboriginal nations. As Australia’s First People, they have an important role to play in shaping the identity of our state.

Inner Cover Photo: 'Welcome to Country'-Premier's Harmony Dinner, 2022
Outer Cover Photos
Top Right: Food Vendor at the Ramadan Nights Festival, Lakemba, 2022
Bottom Left: Staff members at the Multicultural NSW Staff Summit, 2023
Bottom Right: NSW Federation of Community Language Schools Choir performing the National Anthem at the Premier's Harmony Dinner, 2023

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Multicultural NSW

The Hon. Steve Kamper MP
Minister for Multiculturalism
GPO Box 5341
Sydney NSW 2001

Dear Minister,

On behalf of Multicultural NSW, it is a pleasure to submit the Annual Report for the year ended 30 June 2023. This report is for presentation by the Minister to the Parliament of New South Wales.

The report has been prepared in accordance with the requirements of the *Government Sector Finance Act 2018*.

Yours sincerely

Joseph La Posta
Chief Executive Officer
31 October 2023



From our Advisory Board Chair Nick Kaldas

I'm deeply honoured to be addressing you for the first time as the Chairperson of the Multicultural NSW Advisory Board.

My journey here saw me influenced by my own experience of migrating with my family at the age of 12 from Asyut in Upper Egypt, in the South. As a first generation migrant, Australia gave me many opportunities, but most importantly, the chance to serve the community, including for 35 years as a Police Officer, the last ten years as Deputy Commissioner, with responsibility for all multicultural issues, and community engagement.

In essence, I am not new to the multicultural ecosystem, having been involved for some 20 years in community engagement, firstly through my policing days, then as a member of the Advisory Board, and now as Chairperson since July 2022.

I'm proud to contribute to the significant work of Multicultural NSW in promoting social cohesion, improving community access to information through Language Services, and collaboration to bring better outcomes for people from refugee backgrounds through the NSW Settlement Strategy.

In my role as Chairperson, it is my duty to be an advocate for these critical issues and more, and to facilitate meaningful engagement that bridges cultures and strengthens our collective identity.

I look forward to continuing to grow support to the multicultural communities of NSW. I strongly believe that our multiculturalism is not just to be preserved, but to be celebrated, nourished and allowed to continue to flourish.



From our Chief Executive Officer Joseph La Posta

In NSW, almost 30% of the population in our state were born overseas and more than half have at least one parent who was born overseas. This means that first and second-generation Australians make up a substantial percentage of the population in our state.

These aren't just numbers on a page. What the data tells us is that diversity is not niche. It's mainstream. Multicultural communities are not just the audience of Multicultural NSW, they are the customers of the whole public service. The NSW public service at all levels, should be mirroring the community we are here to serve.

At Multicultural NSW we have focused on empowering our newest arrivals in NSW with the development of the NSW Settlement Strategy. Equally, we are committed to nurturing the communities that have long contributed to the NSW cultural landscape. That is why we have continued to improve and expand our Language Services capacity, ensuring people have equal access to information in their own language. We've worked with agencies across NSW Government to support critical government messaging.

I extend my gratitude to my dedicated team, our Advisory Board, our valued partners and the resilient communities we serve. Your commitment and support is the driving force behind our success. Together, we will continue to shape a society that celebrates diversity, fosters understanding and thrives on unity.

We are stronger together.



Overview

1. Our Vision
2. Our Impact
3. Advisory Board
4. Leadership
5. Functional Structure

Photo courtesy of Western Sydney MRC:
Registration table at the Community Forum held at the Campbelltown Arts Centre, 2022

Our Vision

Our vision is for an inclusive, connected and socially cohesive multicultural NSW that uses our cultural diversity to achieve cultural and economic prosperity for all.

At Multicultural NSW we:

- 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.

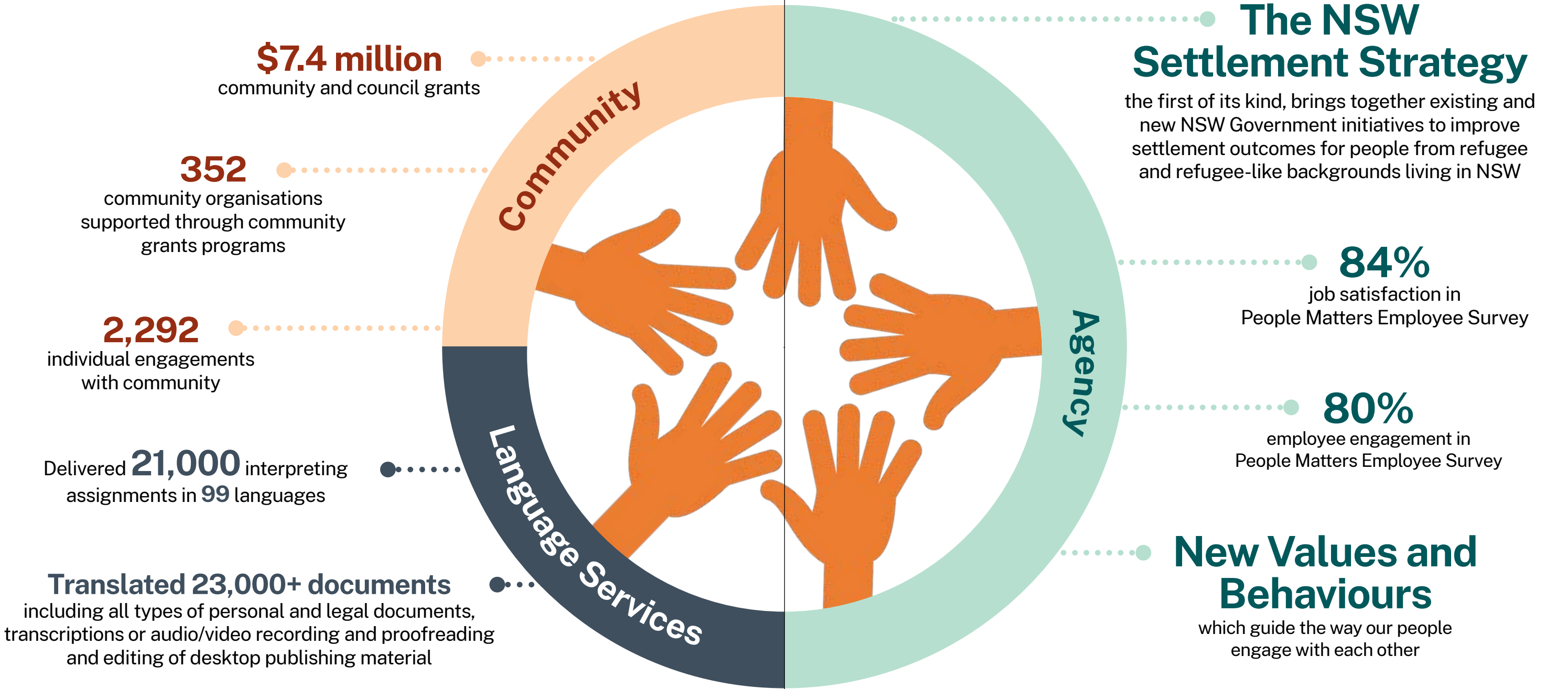
Our Legislation

The Multicultural Principles are the policy of the state. Each public authority must observe the Multicultural Principles in conducting their affairs. The *Multicultural NSW Act 2000* establishes Multicultural NSW as the government agency in NSW responsible for promoting and monitoring the adoption of the Multicultural Principles across NSW Government.



Our Impact

in 2022-23



The people of NSW

Census Data 2021



We come from at least **310** ancestries



52% of people born overseas or with one parent born overseas



1 in 4 NSW households speak a language other than English at home



At least **284** different languages spoken at homes



850,000 people reported that they do not speak English well or at all



Advisory Board

A = Absent
N/A = Not Applicable

Member Attendance	30 September 2022	9 December 2022	17 February 2023	14 April 2023	12 May 2023	Total
Mr Nick Kaldas APM (Chairperson)	●	●	●	●	●	5
Mr Joseph La Posta (CEO)	●	●	●	●	●	5
Mr Ken Hong	●	A	●	●	●	4
Ms Margaret Piper AM	●	●	●	●	●	5
Prof. Sandra Hale	●	A	●	●	A	3
Mr Simon Chan	●	A	●	●	●	4
Ms Sonia Sadiq Gandhi	A	A	A	A	●	1
Ms Cristina Talacko	●	●	●	A	A	3
Ms Esther Adeyinka	●	●	●	●	●	5
Mr Omer Incekara	●	●	●	●	●	5
Ms Grace Ho	●	●	●	A	●	4
Ms Hawa Mohammad	●	●	●	●	●	5
Mr Ramneek Singh	●	●	●	●	●	5
Cr Sally Betts	A	●	●	●	●	4
Cr Sam Elmir	●	●	●	A	●	4
Dr Saba Nabi	N/A	●	●	●	●	4



Nick Kaldas APM
Chairperson
Appointed 1/7/22
Appointment expires 30/07/25



Joseph La Posta
Chief Executive Officer
B App Sci (Town Planning) RMIT



Kyung (Kenneth) Hong
B.Laws (Bond)
Appointed 15/09/14
Appointment expires 24/10/23



Margaret Piper AM
B.Ed (Hons) M.Ed (Syd)
Appointed 15/09/14
Appointment expires 24/10/23



Prof Sandra Hale
BA, Dip.Ed., M.App.Ling., PhD, NAATI
Appointed 01/08/15
Appointment expires 31/07/24



Simon Chan AO
B.Arch (Hons.) B.Sc.(Arch)
Appointed 31/01/18
Appointment expires 02/02/24



Sonia Sadiq Gandhi
M.Com
Appointed 31/01/18
Appointment expires 02/02/24



Cristina Talacko
B.Laws (Lond)
Appointed 31/01/18
Appointment expires 02/02/24



Esther Adeyinka - Youth Member
BA.Laws (ND)
Appointed 10/06/20
Appointment expired 25/05/23



Grace Ho
B.Com, MBA
Appointed 10/06/20
Appointment expired 25/05/23



Omer Incekara
Appointed 10/06/20
Appointment expired 25/05/23



Hawa Mohammad – Youth Member
Law & Comms student (UTS)
Appointed 01/02/21
Appointment expires 31/01/24



Cr Sally Betts
Graduate of the Australian Institute of Company Directors
Appointed 15/12/21
Appointment expires 14/12/24



Sam Elmir
B. Pharmacy (Syd)
Appointed 15/12/21
Resigned 26/6/23



Ramneek Singh
B.AppFin&Ec (MQ)
Appointed 15/12/21
Appointment expires 14/12/24



Dr Saba Nabi AO
Appointed 24/11/22
Appointment expires 23/11/25



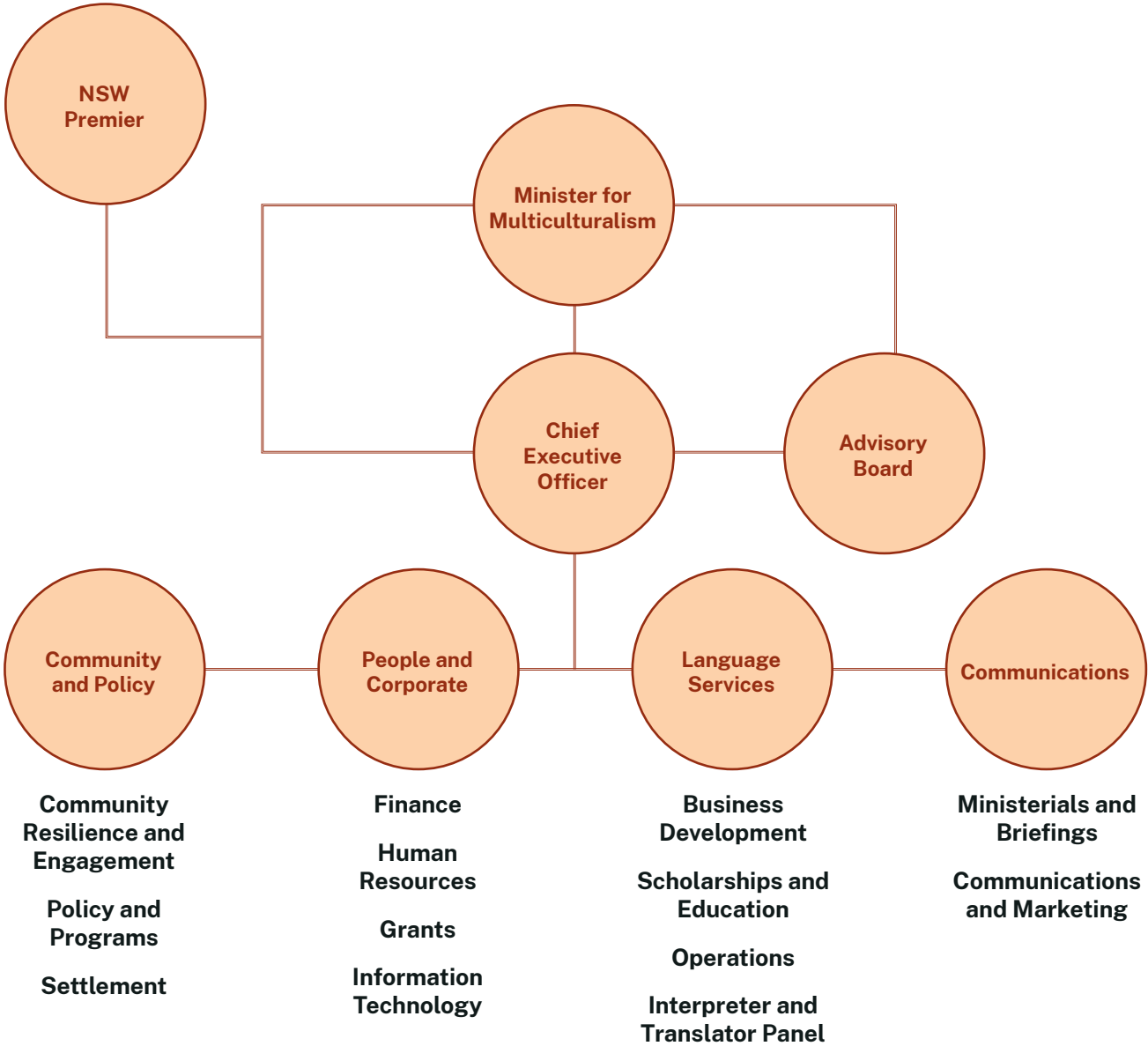
Dr G.K (Hari) Harinath OAM
Chairperson Emeritus
MB BS DT M&H (Syd)

Our Senior Leadership Team

Joseph La Posta Chief Executive Officer	Kuppal Palaniappan Associate Director Office of the CEO	
Breda Diamond Director Language Services	Alana Irons Associate Director Operations	Rema Nazha Associate Director Panel and Industry Development
	Rosie Southwood Associate Director Partnerships and Projects	Vanessa White Associate Director Strategy and Growth
Catherine Davies Director People and Corporate	Gavin McCormack Associate Director Finance	Maria Duca Associate Director Human Resources
	Sriraj Chathankandath Manager ICT	
Janine Shamley Director Communications and Media	Thang Ngo Associate Director Communications and Marketing	
Michael Shaw Director Community and Policy	Katie Baird Associate Director Settlement	Malcolm Haddon Associate Director Community Resilience
	Michael Szafraniec Associate Director Community Engagement	Vivienne Lam Associate Director Policy
	Stephanie De Lorenzo Associate Director Strategic Projects	



Our Functional Structure



Note: Due to change in Administrative Arrangements (Minns Ministry-Administration of Acts) Order 2023, the Minister for Multiculturalism is responsible for the administration of the Multicultural NSW Act 2000 No77.

Photo: Staff at the Multicultural NSW Staff Summit, 2023

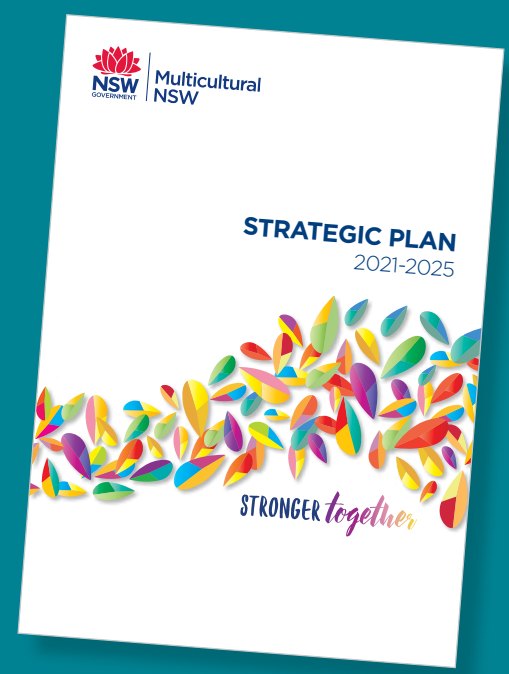


Strategy

The Multicultural NSW Strategic Plan 2021-25 sets out the organisation’s approach to building an inclusive, connected and socially cohesive multicultural NSW.

Through five strategic priorities, the Strategic Plan helps understand the plan brings the Multicultural Principles to life.

It helps understanding the strengths and challenges of living together in a complex multicultural society and encourages the collaboration that helps to deliver outcomes that benefit us all.



Strategic Priorities 2021-2025

1 NSW Language Services

Promoting the sustainability and standards of an industry-leading service used across government agencies.



2 Sector Capability

Modelling good practice and building capability across sectors to meet the needs of diverse communities through policy, programs and service delivery.



3 Community Resilience

Expanding robust relationships that inspire people to foster social cohesion, unite against divisive forces and come together in times of need.



4 Settlement

Supporting longer-term communities and new arrivals to thrive in place.



5 A Shared Sense Of Value

Understanding the value of cultural, religious and linguistic diversity.



Photos on page 17
Top Left: Multicultural NSW Translators speaking with a NSW Police Force staff member as part of the NSW Police Force MOU, 2022
Top Right: Participants of the Regional Engagement Program-Listening Tour Parramatta, 2023
Middle Left: Stand Up Youth Conference held at Queanbeyan Multicultural Centre, a COMPACT partner working with the Community Resilience Team, 2023
Middle Right: Children's artwork as part of the 'Refugee Camp in my Neighbourhood' tour at The Whitlam Institute, Western Sydney University, 2023
Bottom Right: Amor Villareid at the Multicultural NSW Staff Summit 2023 after being awarded the Stronger Together award



Operations and performance - The year in review

1. Language Services
2. Sector Capability
3. Community Resilience
4. Settlement
5. A Shared Sense Of Value
6. Our People

Photo: Participants of the Stand Up Youth Conference held at Qqueanbeyan Multicultural Centre, a COMPACT partner working with the Community Resilience Team, 2023

Language Services

Multicultural NSW provides interpreting and translating services to the NSW Government, non-government agencies and the broader community.

The responsibility of Multicultural NSW for delivering language services is outlined in the *Multicultural NSW Act 2000* (NSW).

Multicultural NSW employs and manages more than 1,100 language professionals. Between them, these interpreters and translators speak and translate more than 120 different languages, including Auslan.

Multicultural NSW Language Services delivers face-to-face, telephone and video interpreting, and particularly demonstrates its deep expertise when interpreting and translating for the justice system. The remote interpreting services have given people living in regional and remote NSW greater access to services and programs.

In addition to the provision of language services, this division plays a key facilitation role in ensuring the growth and sustainability of the language services sector in NSW, in line with emerging community need and expectations.

Some examples of this are the scholarship program and the professional development focus for the team of language professionals who work with clients across NSW and nationally.



Translated **almost 5 million words** across over **23,000** translation, checking and proofreading assignments.



Served **21,000+** interpreting assignments.



57% year-on-year growth in words translated.



26% growth in interpreting assignments.



5,164 telephone interpreting services through our growing telephone interpreting service.

Growing language services to support the community

In 2022-23, Multicultural NSW Language Services built on existing work with the NSW Police and Service NSW to formulate new MOUs to secure service delivery into the future.

These MOUs ensure the provision of reliable and high-quality language services to these organisations and their customers and will provide employment opportunities for Multicultural NSW's more than 1,100 interpreters and translators

Expanded and digitally enabled language services for NSW Police

In October 2022, Multicultural NSW Language Services and NSW Police signed a three-year MOU to make Multicultural NSW the preferred provider of all language services to the Force.

The provisions of the MOU span face-to-face interpreting, on-demand telephone interpreting, translation and transcription.



NSW Police partnership highlights

Multicultural NSW developed a mobile phone application that will be loaded onto all Police mobile devices to deliver more than 100 common policing phrases translated into 20 languages (known as the 'multilingual app'). The initiative has been supported by the NSW Government Digital Restart Fund.

Development of a secure platform for the transmission and translation of highly sensitive reports of sexual assault, reported through the Sexual Assault Reporting Option website.

Development of a dedicated telephone interpreting line tailored to supporting front-line police force workers via mobile devices.

Photo top: A Multicultural NSW Translator standing in front of the Parramatta Court House, 2023
Photo right: Multicultural NSW Translators speaking with a NSW Police Force staff member as part of the NSW Police Force MOU, 2022



Access to Service NSW telephone transactions in language

In March 2023, Multicultural NSW signed a new MOU with Service NSW. Through this MOU, Multicultural NSW became the preferred provider of telephone interpreting for all calls to the Service NSW information line.

A team of professional Multicultural NSW telephone interpreters are now receiving calls inquiring about a range of Service NSW transactions, such as those with government vouchers or Seniors’ Card enquiries.

To better service customers with language needs, Service NSW call centre operators make use of a bespoke Multicultural NSW On Demand app, giving customers direct access to an interpreter live during the call.

Multicultural NSW continues to deliver services including document translations and face-to-face interpreter support for customers visiting Service NSW Centres.

The partnership involves a shared focus on delivering better outcomes for customers seeking help with language support. This includes digital enhancements to streamline workflows and reduce average handling times for over-the-counter translation services.

Making government communications more accessible to everyone

Through the whole-of-government language translation service, important Government announcements and communications are translated into languages relevant to multicultural communities in NSW.

This service ensures that translated materials are effectively provided to multicultural communities by considering:

- the geographic distribution of the target audience
- the best communication approach to engage the target audience
- the most appropriate communication medium (written, audio, video, streaming).



Photo right courtesy of Western Sydney MRC: Participants at the Community Forum held at the Campbelltown Arts Centre, 2022



Supporting community interactions in the wake of the Sydney CBD fire

Multicultural NSW supported the Disaster Welfare Response team at the Department of Communities and Justice in its response to a fire in the Sydney CBD in May 2023. The fire resulted in two buildings being destroyed and 140 residents in nearby buildings being displaced until the fire was contained.

The Disaster Welfare Response team conducted briefing sessions for affected residents on their rights as tenants and how the fire affected their lease and rental payments.

Some of the affected community members spoke Mandarin, Korean and Thai as their first languages. Multicultural NSW interpreters in those three languages attended the residents’ community briefings to help the Disaster Response Team in its communications.

Multicultural NSW interpreters ensured that the affected residents had access to the information provided in their languages and enabled participation in the Q&A session.

Following Multicultural NSW’s advice, the Disaster Response Team created fact sheets containing the information provided in person into the three languages.

The language support provided was well received by the community and is an example of how cultural and linguistic capability can enhance emergency management.

“Multicultural NSW’s ongoing language services support during the community meetings after the fire were very important to us. We had 100 people at one of the meetings and many of them took the translated handouts and expressed pleased surprise that interpreters and materials in language were offered. There was significant demand for the Thai interpreter; there would have been practical communication barriers if the interpreter had not been there,” said Feargus O’Connor, Executive Director, Disaster Welfare, Department of Communities and Justice.

A sustainable and flexible workforce

Multicultural NSW continues to build a sustainable and flexible interpreter and translator workforce to meet the current and future needs of the community. The demand for interpreters and translators continued in 2022/23 and is expected to continue to grow to meet the needs of new arrivals to NSW, whose numbers are expected to grow.

Multicultural NSW has supported its interpreter and translator workforce and the language services industry by:

- building workforce capability through a professional development program
- targeted recruitment in response to rapid need
- delivering a scholarship program to meet the demand for languages help by new and emerging communities, and support initiatives such as the HSC High Achievers program
- supporting the growth of language services within government agencies through the Community Language Allowance Scheme (CLAS)
- active presence in the industry providing input, advocacy and advice on policy as well as operationally on key issues facing the sector.



Targeted recruitment of Ukrainian interpreters

To respond to an increased community need, this year, Multicultural NSW, in partnership with NAATI, fast-tracked a group of Ukrainian speakers to become Recognised Practising Interpreters. The partnership has enabled Multicultural NSW to increase its Ukrainian interpreters from 1 to 18.

Multicultural NSW will continue to review the numbers of available interpreters and translators necessary to meet the growing demand for language services.



Building industry capability

Professional development program

In 2022–23, Multicultural NSW delivered more than 25 courses to its panel of interpreters and translators. The program focused on areas such as Interpreting for LGBTIQ+ refugees, preparation for National Accreditation Authority for Translators and Interpreters (NAATI) tests, transcription, remote interpreting and using simultaneous interpreting equipment in Courts. The program also includes language specific training, for example sessions for Chinese driver licence translation in response to the high volume of demand.

As part of the Professional Development program, specific glossaries relating to domestic violence, LGBTIQ+ and disability topics were developed in three languages to help interpreters and translators. These glossaries will be expanded to other languages in 2023/24.

Certified Practising Interpreter (CPI) Workshop

After responding to feedback from industry partners, scholarship recipients and existing panel members, Multicultural NSW became the first agency in Australia to introduce the Certified Practising Interpreter (CPI) workshop for interpreters. This workshop targets those with Recognised Practising Interpreter (RPI) credentials to help them prepare to undertake the CPI test.

A ‘train the trainer’ course was conducted to increase the capacity of Multicultural NSW staff to facilitate future sessions. In 2022-23, 38 individuals took part in the CPI workshop and nine Multicultural NSW staff members are now equipped to facilitate training.

Partnership with NAATI

Multicultural NSW continues to provide annual funding to NAATI to support its operations. NAATI certification provides greater assurance to the public that language service providers are appropriately skilled and committed to continuous improvement.

NAATI supports Multicultural NSW Language Services’ mission to set and maintain high national standards for the translating and interpreting sector. It also ensures the supply of credentialed professionals that can respond to the changing needs and demography of Australia’s diverse population.

Sustainability of the NSW language services industry - NSW Interpreter Scholarship Program

Professional interpreters ensure the integrity of courts and law enforcement systems. They enable access to healthcare and medical information and assist a broad range of government and non-government services and programs.



Maintaining a supply of trained and qualified interpreters in NSW is critical to ensuring multicultural communities can access government services and programs.

In 2019, Multicultural NSW established the Interpreter Scholarship Program offering support to train and develop new interpreters. In 2022-23, Multicultural NSW helped 68 people to attain their NAATI certification of Recognised Practising Interpreter in 15 languages: Khmer, Mongolian, Telugu, Dari, Ukrainian, Swahili, Kinyarwanda, Amharic, Tamil, Kurdish Kurmanji, Hazaragi, S’gaw Karen, Cook Islands Māori, Kannada, and Krio.

The 68 newly certified interpreters included 15 Ukrainian interpreters who are now able to respond to the growing needs of the Ukrainian community in NSW.

Multicultural NSW partnered with University of New South Wales, RMIT and TAFE NSW to deliver formal training in interpreting as required by NAATI. Tertiary education partnerships will continue in 2023-24 and will enable Multicultural NSW to support the growth of skilled language professionals in NSW.

“I am thankful for Multicultural NSW’s vision to develop professionals like me into mainstream interpreting through the Scholarship Program”

- Muhammad Khalid Khan, new interpreter and scholarship recipient.

In 2022-23, Multicultural NSW introduced a new program targeting young people interested in languages careers.

In partnership with National Education Standards Authority we identified Higher School Certificate students who achieved an E4 (Band 6) in 10 targeted extension language courses.

Two hundred students were offered scholarships to undertake tertiary studies in interpreting and/or translation in 2023-24.

Interpreting to give back to the community

Juliana Strono graduated from the Scholarship Program in December 2021 as a Samoan/English interpreter and translator.

“Being an interpreter and translator has provided me with the opportunity to have flexible casual work and the confidence to successfully complete assignments in NSW Courts and Service NSW to give back to my community,” Juliana says.

“It has been an awe-inspiring experience and I feel very privileged to have been awarded this role.”

Community Language Allowance Scheme

Multicultural NSW is building the capability of language services throughout NSW Government departments and agencies through the Community Language Allowance Scheme (CLAS).

The Community Language Allowance is paid in addition to the normal salary to employees who have either successfully passed the scheme language test or who have NAATI qualification and whose language skills are used to meet departmental demands for language assistance.

The Scheme encourages bilingual and multilingual staff to perform their public service roles in multiple languages to better assist customers. Twelve departments and agencies have taken advantage of this scheme, including NSW Department of Education and NSW Department of Communities and Justice.



In the 2022-23 financial year, 30 government staff passed their language certification test and are now performing their public service roles in multiple languages.

Recommended standards for judicial work

In July 2022, Multicultural NSW hosted a celebration of the recently launched revised National Standards for Working with Interpreters in Courts and Tribunals at the NSW Supreme Court.

Representatives from the language services industry and judicial sector gathered to acknowledge the changes and work towards implementing best practice within courts and tribunals.

Multicultural NSW Interpreter of the year

Camille Lapierre, NAATI certified Conference Interpreter in French

Camille received the Multicultural NSW Interpreter of the year award in September 2022 during an International Translation Day event at Parliament house. She was recognised for her work during a coronial inquest.

Camille was asked to interpret the proceedings of a coronial inquest into the disappearance of a young Belgian man in Byron Bay.

The family followed proceedings remotely from Belgium. To allow the family to be ‘linguistically present’, Multicultural NSW worked with NSW Courts’ technical support staff to enable a secondary link on Webex where two interpreters could simultaneously interpret what was said by the court in French.

Camille’s high-quality simultaneous interpreting skills, along with her interpreting partner, enabled the family to be ‘linguistically present’ during the inquest.

2 Sector Capability

Multicultural NSW works closely with colleagues across the NSW Government to ensure policy development and program design meet the needs of people in our culturally, linguistically, and religiously diverse society.

The Multicultural Policies and Services Program

The *Multicultural NSW Act 2000* ('the Act') establishes the Multicultural Principles as the multicultural policy of NSW. Under the Act, NSW Government agencies are responsible for implementing the principles and ensure their services and programs are accessible and appropriate to everyone in our society.

The Multicultural Policies and Services Program ('MPSP') provides a framework for NSW agencies to help people from all backgrounds, irrespective of their country of birth, language spoken at home or religious affiliation. Under the MPSP, all NSW Government agencies must develop, maintain and report on their multicultural plans.

Designated MPSP agencies are recognised for their role in delivering essential policies and services and have added MPSP planning and reporting responsibilities. The MPSP Framework outlines four focus areas: service delivery, planning, leadership and engagement, with nine key outcomes for agencies.

Review of the MPSP

Multicultural NSW aims to model good practice and build capability across sectors to meet the needs of communities through policy, leadership, programs and service delivery. In 2022-23, Multicultural NSW continued to work toward reviewing and refreshing the MPSP to ensure its relevance and impact. In 2023-24, Multicultural NSW will develop a new framework that can help NSW agencies deliver better outcomes for customers and communities and embed cultural diversity and inclusion as core business for the NSW Government.

Applying a cultural diversity lens to cross-government initiatives

Multicultural NSW continues to work closely with its fellow NSW Government agencies across sectors to contribute to policy development and program design to improve outcomes for the culturally diverse people of NSW.

Multicultural NSW works to ensure that a cultural diversity lens is applied across government by supporting a wide range of NSW Government strategies, plans and initiatives led by other NSW agencies.

In 2022-23, this included the provision of policy support, including but not limited, to the following:

NSW Domestic and Family Violence Plan 2022-27

NSW Sexual Violence Plan 2022-27

NSW Women's Strategy 2023-26

Review of the Protocol for Homeless People in Public Spaces

Brighter Beginnings Initiative

Providing support to key legislative reform

Our robust working relationships and collaboration with NSW agency colleagues and stakeholders make us a source of tailored advice. Accordingly, Multicultural NSW has contributed to the development and implementation of legal reforms led by other NSW Government agencies. This includes, for example:

- Voluntary Assisted Dying Act 2022*
- Crimes Legislation Amendment (Coercive Control) Act 2022*
- Anti-Discrimination Amendment (Religious Vilification) Bill 2023.*

Submissions

a. NSW Government Response to the Inquiry into improving crisis communications to CALD communities

In March 2022, the NSW Legislative Assembly Committee on Community Services ('the Committee') launched an inquiry into improving crisis communications to CALD communities ('the Inquiry'). In June 2022, Multicultural NSW led the whole-of-government submission to the Inquiry, coordinating input from several NSW Government agencies. In January 2023, the Committee published its report on the Inquiry. In its role leading the NSW Government's response to the report, Multicultural NSW coordinated input from NSW Government agencies to shape the response to the eight recommendations of the Report.

b. Submission to the review of the Ageing and Disability Commissioner Act 2019 (NSW)

In late 2022, submissions were invited on the review of the *Ageing and Disability Commissioner Act 2019* (NSW) ('the Act') to determine whether the policy objectives of the Act remained valid and whether the terms of the Act remained appropriate for securing those objectives. Under the *Multicultural NSW Act 2000* (NSW), our agency is committed to promoting the rights of people from religiously, culturally, and linguistically diverse backgrounds. This includes promoting access to government and community services that are equitable and have regard for the linguistic, religious, and ancestral diversity of the people of New South Wales. Accordingly, Multicultural NSW made a submission which proposed general principles to be considered in the Review of the Act.

c. Submission to the review of the Victims Rights and Support Act 2013 (NSW)

In July 2022, Multicultural NSW made a submission to the review of the *Victims Rights and Support Act 2013* (NSW). In this, Multicultural NSW highlighted principles relating to barriers to participation, accessibility through high-quality language services, and the importance of improving data collection regarding culturally and linguistically diverse victims of violent crime.

Programs

Community Hubs Australia

Multicultural NSW funds Community Hubs Australia to help it deliver the Community Hubs Program in NSW. This school-based program aims to reduce social isolation, particularly for migrant and refugee women and their families who have settled in NSW.

It enables families to access information about support services and build strong ties within, and beyond, their communities.

The hubs also offer opportunities for parents to engage and develop new skills, including vocational and English language skills. This is critical to empowering new and emerging communities and ensuring migrant families can thrive.

Multicultural Women’s Hub

Multicultural Women’s Hub is a community-based program run by the Arts & Cultural Exchange and funded by Multicultural NSW.

The program helps women in developing creative business enterprises, improving English literacy and digital skills and obtaining employment through creativity-based training and brokered employment opportunities.

The Multicultural Women’s Hubs program aims to reduce barriers to participation by creating a culturally safe space for women from migrant backgrounds from across Western Sydney to come together.



Community Resilience



In Term 1 2023, the Community Hubs Program in NSW helped 1,770 families through the NSW hubs, including:

297 early childhood sessions conducted across 22 hubs

296 conversational English classes run across 19 hubs

487 referrals made to education and training, family support and pre-school services.

During this time, the program also helped **16 participants** to secure jobs.



Between 30 June 2022 – 31 May 2023, Multicultural Women’s Hub helped 563 individual participants, including through:

114 community engagement activities

18 vocational skills workshops

10 free culturally safe projects

During this period, the program also helped **56 participants** to find jobs.

Multicultural NSW is committed to combatting racism and hate and supporting NSW communities impacted by global events and issues.

Our programs build robust relationships with and between communities and inspire and empower people to foster social cohesion, stand united against divisive forces and come together in times of need.

Community Partnership Action (COMPACT) Program



In 2022, the COMPACT Alliance welcomed 10 new COMPACT Partnership Projects. There were also 14 existing COMPACT Partnership Projects that started in 2021 that were approved for continued funding to 2024.

That now makes 24 COMPACT Partnership Projects involving more than 80 partner organisations working to inspire and empower young people as champions for community harmony. The COMPACT Alliance partners’ work has reached more than 70,000 young people since its creation in 2016.

COMPACT partners played frontline roles in supporting young people during the COVID-19 pandemic and have pioneered initiatives to combat the spread of racism and hatred in our society. They are also bringing young people from Aboriginal and Torres Strait Islander heritage together with young people from migrant and refugee backgrounds.

Photo top: Stand Up Youth Conference held at Queanbeyan Multicultural Centre, a COMPACT partner working with the Community Resilience Team, 2023

Interfaith encounters breaking down stereotypes

The Interfaith Encounters Interschools Project is a Multicultural NSW COMPACT initiative delivered by Catholic Mission in partnership with Catholic and Islamic schools across Sydney.

Throughout the school year, students enjoy immersive learning activities that encourage them to engage with students from faith communities they might not normally have the chance to meet.

In a classroom at Gilroy Catholic College, Castle Hill, Christian and Muslim high school students from across Western Sydney are getting to know each other. The conversations going on in the room are stimulating, energetic, honest, loud. There's lots of laughter.

The session begins with a recitation of the Quran and a Catholic prayer. Students brainstorm different perspectives on faith and take notes of their discussions.

They enjoy lunch together, play sports together, share selfies, and stay in touch long after the experience is over. The five-day program also includes joint school excursions to places of worship.

"The first time Unity Grammar came to our school, they got some looks from our students. I noticed that they were all so respectful and calm compared to the rowdiness of my school. They were so relaxed in prayer and really understanding what was going on around them. They accepted us for who we were, and we accepted them." - Sara-Maree, Year 11 student of Lebanese Christian heritage.

"My message for other students is to try new things and don't be afraid to socialise. Once you socialise with other people, you'll find the group you associate with and become more of a whole person." - Malik, Year 11 student at Unity Grammar.

Crisis Points

Understanding and addressing disinformation and extremist exploitation during disaster events and crisis

Multicultural NSW began a 12-month research partnership with the Centre for Resilient and Inclusive Societies at Deakin University to examine and address how crisis events and natural disasters can impact social cohesion, increase polarisation and foster the spread of extremism. The project is funded through a grant from the Australian Government.

In March 2023, COMPACT Alliance members were briefed on the Crisis Points Research Project, gathering community perspectives and reflecting on community capabilities, capacities, and experiences during times of disaster, emergency or crisis (DECs).

The workshop was an opportunity to understand assets COMPACT Alliance members hold to support and leverage social cohesion and community connections during times of disaster and crisis.

NSW Community Resilience and Response Plan (COMPLAN)



The NSW Community Resilience and Response Plan (COMPLAN) details a coordinated, whole-of-government approach to preventing and managing risks to community harmony by drawing together the capabilities of the NSW Government's agencies.

Recognising that overseas issues and events can present risks to community harmony, the COMPLAN Committee welcomed the opportunity in November 2022 for the Australian Government's Department of Home Affairs to present on the impact of foreign interference on NSW communities and community harmony.

The presentation acknowledged that foreign powers and their proxies are monitoring diaspora communities in NSW and, in some cases, harassing or intimidating members of these communities. This affects a range of new and emerging communities as well as more established communities.

Community interference by foreign powers undermines social cohesion, damages our way of life, and threatens freedom and democracy.

The presentation prompted a fruitful discussion about the training needs of NSW agency community engagement staff, the integrity of community grants programs and the importance of distinguishing cultural identity from national identity in the way we engage with NSW communities.

The issues discussed at the meeting have formed part of an ongoing dialogue between Australian and NSW government agencies to be hosted by the Department of Home Affairs.

Photo left: Students at the Interfaith Encounters program, 2023

Countering divisive overseas influences in communities

The COMPLAN Committee has examined concerns that political and communal tensions in India may be impacting local community relations in NSW ever since a public order incident in Harris Park in 2020 and a series of other violent incidents and tensions in 2021.

The issue has continued in 2022-23 and has remained on the COMPLAN agenda throughout the year. Multicultural NSW and the NSW Police continued to work with community leaders to ensure that divisive fringe elements do not tarnish the good reputation of the Indian community, which has made such a significant contribution to our prosperous and generally peaceful State.



The State of Community Relations in NSW: Community Relations Report 2021-22

To produce the 2021-22 Community Relations Report, Multicultural NSW has drawn on data, information and insights from a range of reliable sources. An analysis of data taken in the 2021 Census provides the most up-to-date picture of cultural diversity in NSW since the last Census in 2016.

As with previous editions, the 2021-22 Community Relations Report draws on some of the key findings of the annual Mapping Social Cohesion survey by the Scanlon Foundation Research Institute.

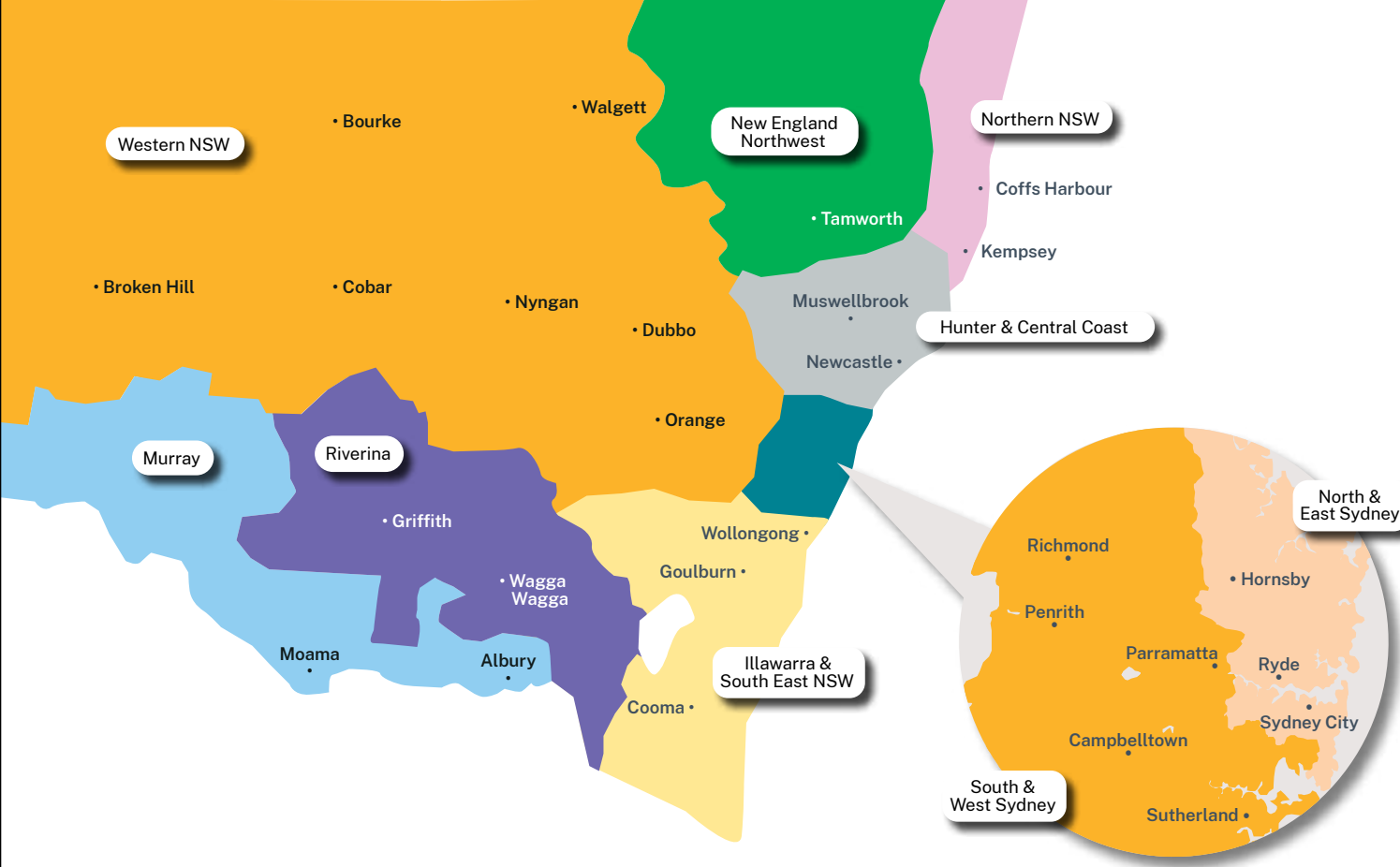
The 2021-22 Community Relations Report was tabled in both Houses of the Parliament of New South Wales on 21 June 2023 under section 14 of the *Multicultural NSW Act 2000* (the Act).

Partnership with Australian National University: scoping study on measuring community relations in NSW

In June 2021, Multicultural NSW began a research partnership with the Australian National University (ANU) to deliver a scoping study on measuring community relations in NSW.

Measuring and tracking the extent and quality of community relations is vital in understanding and maintaining harmony and wellbeing, and in identifying emerging challenges as well as opportunities to grow social connections and relationships.

In June 2023, the research entered its third phase. This will be a pilot study, including primary research and community consultation, that aims to fill gaps identified in the completed review of available data sets. It will provide valuable insights to inform the work of Multicultural NSW and will provide an evidence base and recommendations for a formal measure to inform future editions of the Community Relations Report.



Regional Engagement Program (REP)

The Regional Engagement Program (REP) was launched in September 2022 as a comprehensive community engagement framework in NSW.

Since then, 426 participants have registered their interest in being involved in the network. The program aims to expand and sustain effective relationships with communities, focusing on new and emerging communities, young people and First Nations communities across regional areas of the state.

During the 2022-23 financial year, Multicultural NSW conducted information sessions and Listening Tour sessions in person and online, engaging with 432 REP participants across 20 sessions to gain insights into the realities of multicultural communities throughout NSW.

The sessions revealed lived experiences and highlighted the challenges faced by culturally diverse communities in the state.

The issues raised included:

- cost of living
- housing
- inadequate health care services
- community resourcing and grants programs
- difficulties in navigating service systems
- employment
- experiences of systemic racism and discrimination
- transportation limitations in regional areas
- mental health and wellbeing issues on communities.



Engagements 1 July 2022 - 30 June 2023	Engagements	Number of Attendees
COMPACT Alliance engagement	4	218
COMPLAN engagement	2	22
Grants engagement	4	70
Humanitarian & settlement sector engagement	12	358
Regional Engagement Program (REP)	20	432
Religious Communities Advisory Council (RCAC)	1	22
Religious group engagement	16	184
Community forum (online)	9	625
Community forum (F2F)	6	361
Totals	74	2292

Community and stakeholder engagements

In 2022-23, Multicultural NSW led a program of online community and stakeholder engagements supported by senior officials from:

- NSW Health
- Revenue NSW
- Department of Customer Service
- Department of Education Early Childhood and Care
- NSW Reconstruction Authority
- Surf Life Saving Australia
- NSW Department of Sport

In-person community forums were also held in Newcastle, Blacktown, Merrylands, Campbelltown and Epping. The forums helped identify issues impacting communities across NSW in the aftermath of the COVID-19 pandemic, empowered communities with the most up-to-date public health advice and ensured the NSW Government remains responsive to the needs of all communities.

NSW Partnership with Multicultural Peaks

The NSW Partnership with Multicultural Peaks program is a strategic partnership that recognises and supports the leadership and advocacy role of four multicultural non-government organisations (NGOs) representing a diverse membership of cultural community organisations in NSW. They are:

1. Ethnic Communities Council of NSW (ECCNSW)
2. Multicultural Communities Council of Illawarra (MCCI)
3. Hunter Multicultural Communities (HMC)
4. Multicultural Council of Wagga Wagga (MCWW)

The program partners played a key role as strategic advisers to Multicultural NSW and the Minister for Multiculturalism. They provide valuable advice on the most effective ways of communicating with and supporting multicultural communities, including new and emerging communities.

Photo top: Participants of the Regional Engagement Program - Listening Tour Illawarra, 2023



4 Settlement

People from refugee and refugee-like backgrounds include people who come to Australia permanently through the Refugee and Humanitarian Program, Community Support Program, Family Reunion and Partner streams and other similar pathways.

For the purposes of the NSW Settlement Strategy, the term 'refugees' intends to encompass this broader definition of people from refugee and refugee-like backgrounds.

The term also includes people who have unstable status, such as people seeking asylum, some bridging visa holders, and people who hold or have held Temporary Protection visas and Safe Haven Enterprise visas.

Humanitarian settlement in NSW (FY22/23)

Source: Department of Home Affairs

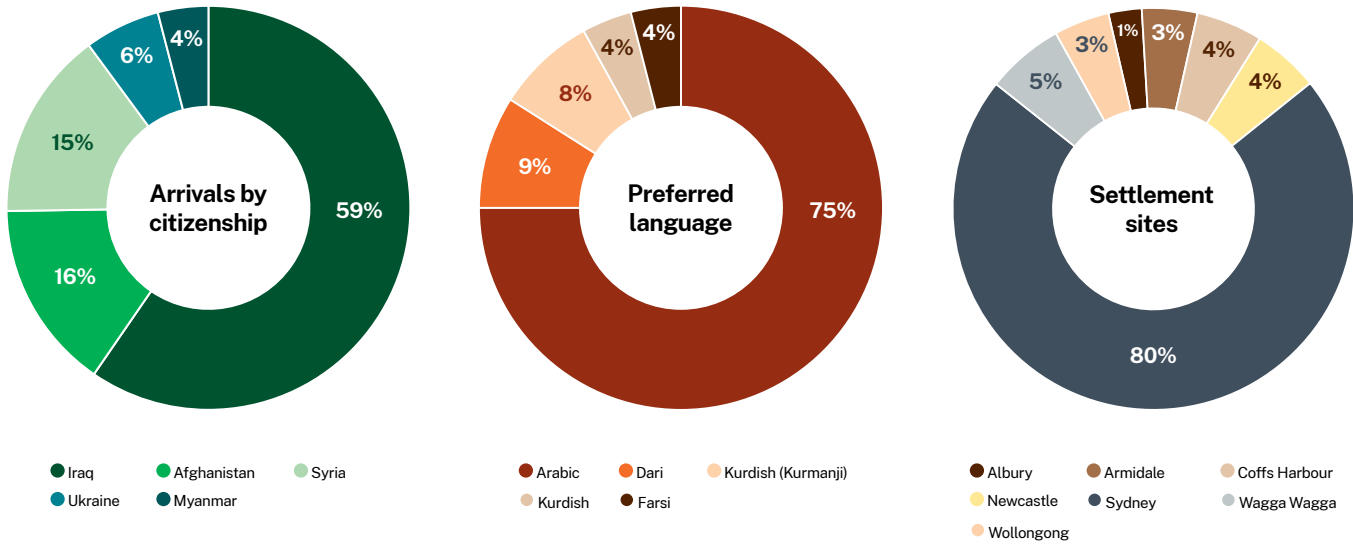



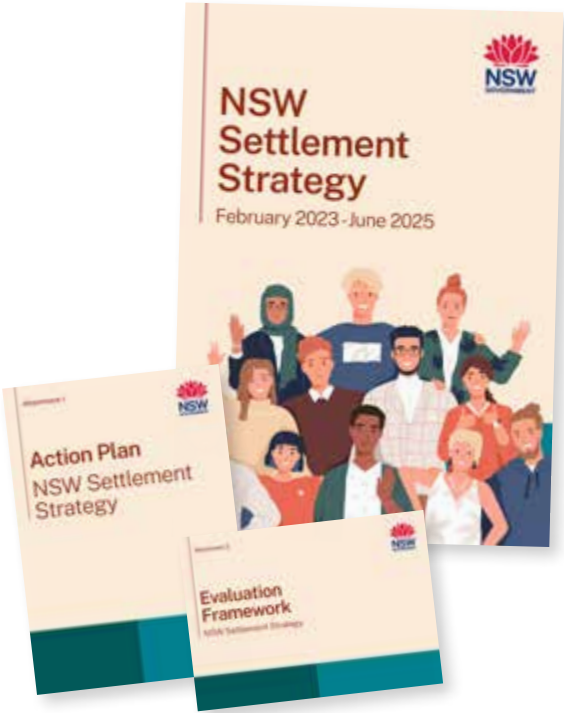


Photo top: Multicultural NSW Staff with tour guides at the 'Refugee Camp In My Neighbourhood' Tour, 2023

Multicultural NSW committed to delivering a NSW Settlement Strategy (the Strategy) as part of its 2021-2025 Strategic Plan, Stronger Together. The Strategy was launched in February 2023.

The Strategy aims to improve settlement outcomes for refugees in NSW to ensure they are supported and empowered to realise their potential and thrive in place. The Strategy has three components:

-  The Strategy, which explores the current settlement landscape, recognising that settlement journeys are unique and diverse
-  Action Plan, which outlines priority actions for the NSW Government to undertake until June 2025
-  Evaluation Framework, which will enable the NSW Government to monitor progress and remain flexible and responsive to emerging needs in NSW.



The approach to Strategy development was informed by seven guiding principles:

1

Human rights-based approach

2

A focus on strengths

3

Lived experience at the heart

4

Whole-of-government approach

5

Recognition of frontline experience

6

Shared commitment and ownership

7


Continuous improvement, development and ongoing evaluation



Multicultural NSW worked collaboratively with key stakeholders across both government and non-government sectors to co-design the Strategy. This included all levels of government, non-government organisations and people with lived experience.


The Strategy was endorsed by the NSW Secretaries and Executives Board (SEB) before finalisation, demonstrating the whole-of-NSW Government’s commitment to improve settlement outcomes for refugees in the state.

The Strategy aims to achieve six short-term outcomes for refugees and the community





Refugees have access to appropriate services and information that they can understand and engage with






Refugees have the opportunities and support to participate socially and/or economically





Place-based and community networks are incorporated into settlement planning, including welcoming people into the community





NSW Government settlement planning and evaluation is informed by lived experience



NSW Government has improved data collection and analysis processes to support evidence-based settlement planning



NSW Government has increased influence in national decision-making about settlement targets, policy and outcomes

The Action Plan includes more than 100 actions from across the NSW Government. All NSW Government departments have committed to completing their actions. Actions are mapped against the short-term outcomes and seek to complement and strengthen the various other programs and initiatives underway in NSW, including those led by the Australian Government and the non-government sector.

“This Strategy distils the wisdom and ideas of a broad range of organisations and individuals and outlines an impressive blueprint for the support of refugee newcomers regardless of visa class or status.”

- Paul Power, CEO, Refugee Council of Australia



Oliver Slewa (pictured) has been working in the public sector for 12 years. He arrived in Sydney as a refugee with his mother and siblings. Growing up in Australia, he wanted to become a lawyer and help the most vulnerable members of the community.

He realised his dream when he became a lawyer and started working in migration law. Oliver now works with domestic violence cases at LegalAid.

“Agencies working collaboratively can immediately alleviate the barriers newly arrived migrants face when navigating through the tiers of Australia’s government systems.

“I have seen first-hand the positive results that refugees have when the provision of service is attended with a collaborative approach. One example is this newly arrived family, who had come from Turkey after fleeing Iraq. They had 5 children under the age of 18, and they required complex case support.

“Two children required disability support services and the eldest child was experiencing depression.

“Working in partnership with the settlement agency, we were able to coordinate support from non-government and government agencies in attending to the family’s immediate needs and alleviating the challenges in accessing schooling, health and other support needs. The family also received legal advice when they faced a tenancy issue. Centrelink’s social worker, the NSW government school counsellor and other service providers worked together to mitigate this family’s issues.

“This allowed for information sharing in a professional context and addressed several issues together in priority, without the parents struggling to repeat their circumstances to a number of agencies with the use of interpreters, only to be continually referred on.”

How will the NSW Settlement Strategy make a difference?

The strategy is leading the way in three key areas:

1

Improving collaboration and coordination across the NSW Government.

The strategy provides a framework of shared understanding on what successful settlement means, promotes accountability and allows the NSW Government to monitor progress. The Action Plan promotes transparency and visibility on how the NSW Government aims to improve settlement outcomes.

2

Improving data collection and evaluation for continuous improvement.

Improved data collection and analysis will not only support evidence-based settlement planning but also improve future resource allocation.

3

Voices of lived experience.

The strategy reflects the importance of embedding the voices of lived experience in decision-making and ensuring that NSW Government settlement planning and evaluation is informed by lived experience.

NSW Growing Regions of Welcome Pilot Program (NSW GROW)



The NSW Growing Regions of Welcome Pilot Program (NSW GROW) is a three-year pilot operating in Western Sydney and the Murray and Riverina regions. Launched in June 2021, this lifestyle and employment program supports coordinated, cross-sector efforts to create secondary migration links between Western Sydney and Regional NSW. The second year of the pilot program has resulted in a number of newcomers¹ and their family members relocating to the Murray and Riverina regions.

Comprehensive and tailored relocation plans were established for all newcomers and their families. These plans cover primary needs such as housing, education, health and secondary needs such as transport, social connections, spiritual needs, welfare support and business.

Targeted and broad communication in Western Sydney and in the Murray and Riverina regions has been significant and yielded positive impacts.

More than 200 employers in the Murray and Riverina regions have been engaged as part of the strategic place-based partnerships for the purposes of pilot promotion and greater employment opportunities. Four videos that profile the experiences of people who have moved to the Murray and Riverina regions were also commissioned to highlight the opportunities in regional NSW as well as those offered by NSW GROW.

The Western Sydney Regional Employment Hub continues to increase client referrals via targeted communication with potential clients and stakeholders. A total of 32 events targeting potential clients and community leaders have been undertaken. This includes a ‘Look-See’ visit in March 2023 which resulted in 11 community leaders and key stakeholders from across Western Sydney travelling to the Murray and Riverina regions where they met 40 regional stakeholders, including business leaders, Council leaders and community members.

There have been positive findings throughout the course of the second year of the pilot identified through the ongoing monitoring, evaluation and learning (MEL) processes, including adaptive approaches to driving both efficiency and employment outcomes. An independent evaluation of the pilot will be commissioned later in 2023 to build on these MEL processes and findings and to inform future program delivery.

Building a life in Leeton



Margaret, her husband Amos and two young children, relocated from Western Sydney to Leeton in February 2023 with the support of the GROW program*.

Margaret works as a Project Officer, and Amos is a disability support worker. Originally from Kenya, Margaret and Amos have been in Australia since 2018.

“We knew there were good work opportunities in the regions, and we were ready to escape the stress of the city. We were looking to improve our quality of life. It only took us two months between making the decision to move and actually moving.

“In those two months, we managed to find work in Leeton and when that happened, we were ready for the big change.

“We love the quiet life here, everyone is welcoming, and the community made it easy for us to get into our work routine and develop our social life.

“We are planning to stay here and have this as our forever home. I wish for my children to be well-rounded educated people who are proud to be calling Leeton their home,” says Margaret.

*The GROW program is one of the action items in the NSW Settlement Strategy.

1 For the purposes of this program, ‘newcomer’ is intended as an inclusive term encompassing people from all migrant and refugee-like backgrounds, regardless of visa category

5 A Shared Sense Of Value

Connecting with community through flagship events

Multicultural NSW connects with community through a variety of events held each year that celebrate and recognise diversity as one of our greatest assets. A calendar of award programs and celebrations showcase the influential work of multicultural communicators, leaders and organisations in servicing our diverse state.

Flagship events













The Premier's Harmony Dinner

The Premier's Harmony Dinner recognises and celebrates our cohesive and inclusive society, which embraces our cultural, linguistic, and religious diversity in NSW. At the dinner, held in February 2023, 1,500 people gathered in celebration of diversity.



2023 Premier's Multicultural Community Medals

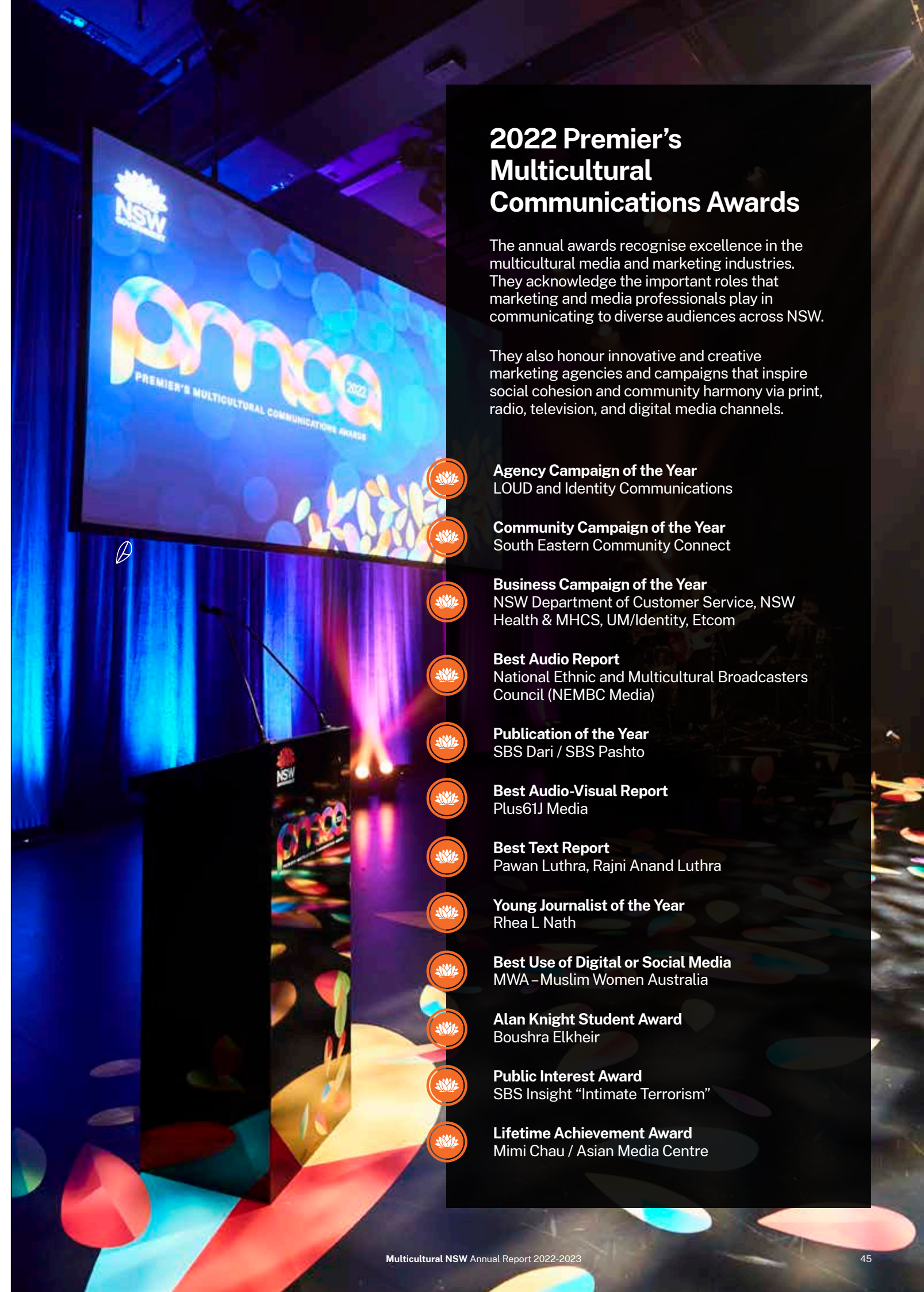
This multicultural awards program recognises and celebrates the outstanding work of individuals promoting social cohesion and community harmony.

-  **Department of Education**
Community Languages Teacher Medal
Odarka Brecko
-  **NSW Rugby League Youth Medal**
Wi Meh
-  **Carla Zampatti Arts and Culture Medal**
Joanne Lee
-  **SBS Lifetime Community Service Medal**
Henry Nan Hung Pan
-  **Settlement Services**
International NSW Human Rights Medal
Mahboba Rawi
-  **CommBank Regional Unity Medal**
Glen Crump
-  **NRL Stepan Kerkyasharian AO**
Community Harmony Medal
Amir Salem OAM
-  **Welcoming Cities**
Local Government Business Excellence Medal
MOSAIC Multicultural Centre, Willoughby City Council
-  **Dr G.K. Harinath OAM**
Not for Profit Business Excellence Medal
Multicultural Disability Advocacy Association of NSW (MDAA)
-  **Corporate Business Excellence Medal**
Navitas Skilled Futures
-  **All Graduates Interpreting and Translating Language Services Medal**
Ngac Thuy Han Do
-  **Village Plaza Sports Medal**
Herman Lotey

2023 Multicultural Honour Roll Inductees















Photos Left: Winners of the Premier's Multicultural Community Medals 2023
Photo Right: The Premier's Multicultural Communications Awards, 2022



2022 Premier's Multicultural Communications Awards

The annual awards recognise excellence in the multicultural media and marketing industries. They acknowledge the important roles that marketing and media professionals play in communicating to diverse audiences across NSW.

They also honour innovative and creative marketing agencies and campaigns that inspire social cohesion and community harmony via print, radio, television, and digital media channels.

-  **Agency Campaign of the Year**
LOUD and Identity Communications
-  **Community Campaign of the Year**
South Eastern Community Connect
-  **Business Campaign of the Year**
NSW Department of Customer Service, NSW Health & MHCS, UM/Identity, Ecom
-  **Best Audio Report**
National Ethnic and Multicultural Broadcasters Council (NEMBC Media)
-  **Publication of the Year**
SBS Dari / SBS Pashto
-  **Best Audio-Visual Report**
Plus61J Media
-  **Best Text Report**
Pawan Luthra, Rajni Anand Luthra
-  **Young Journalist of the Year**
Rhea L Nath
-  **Best Use of Digital or Social Media**
MWA – Muslim Women Australia
-  **Alan Knight Student Award**
Boushra Elkheir
-  **Public Interest Award**
SBS Insight "Intimate Terrorism"
-  **Lifetime Achievement Award**
Mimi Chau / Asian Media Centre

Cultural Events

2022 Diwali Celebration



To celebrate Diwali, the Hindu festival of lights, more than 200 community members attended an event on Monday 24 October at the Museum of Contemporary Art. The Sydney Opera House sails were lit to celebrate Diwali.

2023 Lunar New Year celebration



The Lunar New Year Festival begins with the first new moon of the lunar calendar and is celebrated worldwide. On Monday 23 January, community members attended a celebratory event at the Museum of Contemporary Art. The Sydney Opera House sails were lit in red as NSW welcomed the Year of the Rabbit and, for the Vietnamese community, the Year of the Cat.

Photo bottom right courtesy of Cassandra Hannagan: Emcee at the Premier's Iftar Dinner 2022

2022 Pre-Chanukah Celebration



The eight-day Jewish festival of lights celebrates the universal triumph of light over darkness, good over evil, and freedom over oppression. At the heart of the Chanukah festivities is the lighting of the menorah. On Wednesday 23 November, representatives of the NSW Jewish Board of Deputies and Chabad NSW gathered at NSW Parliament House for an annual pre-Chanukah celebration.

2023 Premier's Iftar Dinner



Every year, the NSW Government hosts an interfaith Iftar dinner during Ramadan. Multicultural NSW helped Department of Premier and Cabinet to host the 2023 Iftar Dinner on Monday 3 April at CommBank Stadium in Parramatta. About 300 Muslim community representatives, interfaith leaders and Members of Parliament commemorated one of the most important events on the Islamic calendar.



Reconciliation Action Plan

Multicultural NSW has been working with First Nations stakeholders and Reconciliation Australia and have created a Reconciliation Action Plan (RAP). Reconciliation Australia endorsed the plan in May 2023 and in June 2023 the RAP was officially launched.

The Reconciliation Action Plan is an Innovate RAP that provides a framework and plan to ensure that Multicultural NSW implements measurable actions that help Aboriginal and Torres Strait Islander people to achieve equality in all aspects of life.

The RAP framework covers the activities that we know can make a difference:



Relationships — good relationships are based on trust, understanding, communication and mutual respect.



Respect — respecting the special contribution of Aboriginal and Torres Strait Islander peoples to Australia.



Opportunities — working together to ensure Indigenous children have the same life opportunities as other children in this prosperous country.

This RAP focuses on developing and strengthening relationships with First Nations peoples, engaging with staff and stakeholders to develop and pilot innovative strategies to empower Aboriginal and Torres Strait Islander peoples.

The work to date has included the official launch of the RAP and establishing an Internal RAP committee to oversee the implementation of the RAP. This committee includes First Nations staff to reflect the lived experience of First Nations people. This has led to the drafting of protocols to recognise and empower First Nations people in all the functions of the agency.

While this is the start of our journey towards Multicultural NSW's vision for reconciliation, there is much enthusiasm across the organisation for taking genuine actions towards reconciliation with our First Nations people of NSW.

Photo top: Multicultural NSW's Reconciliation Action Plan Launch, 2023

Stronger Together

Festivals and Events Grants

Multicultural NSW's Stronger Together Festival and Event Grants program provides support to community organisations hosting festivities that celebrate our cultural differences and our unity as a society. In 2022-23, Multicultural NSW funded more than 200 festivals and events across the state, bringing people together to enjoy themselves and embrace diversity through art, music, dance, drama, and international cuisine.

More than \$2 million was provided to host organisations to help them deliver 283 festivals and other events.

Taste of Culture in Dubbo

Connective Indigenous Corporation hosted a Global Fusion Festival – Taste of Culture held in Dubbo in December 2022 that attracted hundreds of people from all walks of life.

Audiences experienced the richness of Aboriginal culture through local Indigenous performances as well as cuisine from South East Asia and the Middle East, providing a memorable experience for all participants.

Project Grants

The Stronger Together Project Grants program helps fund 12-month projects that make a lasting positive impact fostering social cohesion at a grassroots level.

More than \$1.4 million was provided to 69 organisations for projects aimed at generating positive change and building community spirit.



Major Festival Local Council Grants Program

The Stronger Together Major Festival Local Council Grants Program provided a much-needed investment into local government areas across the state that had been economically impacted by COVID-19 restrictions.

Local government bodies were helped to deliver festivals that enhance social cohesion, promote community harmony, and showcase our diversity.

More than \$4 million was provided to 15 local councils.

Bringing people together in Campbelltown

Huge crowds turned out over three nights to join in Campbelltown City Council's cultural extravaganza Ramadan on Q.

This fast-growing local government area is home to well established and new and emerging multicultural communities, and this festival played host to everyone, showcasing the rich cultural tapestry of the area and bringing people of different faiths together during the sacred Islamic month of Ramadan.

Collaborating with community through partnerships and sponsorships

Strategic partnerships and sponsorships are valuable platforms to help promote the benefits of cultural diversity as one of the State's major assets.

Multicultural NSW has developed ongoing partnerships and sponsorships with a range of organisations intended to drive the development of cultural diversity, social cohesion and community harmony in the corporate and community sectors.



Partnerships

In 2022-23, Multicultural NSW partnered with the following organisations:



Commonwealth Bank

Commonwealth Bank of Australia (CBA)

Multicultural NSW has an ongoing partnership with the CBA which helps us to drive diversity through a partnership with Australia's second-largest listed corporation.

The CBA is a long-term supporter of our flagship and cultural events.



Special Broadcasting Service (SBS)

Multicultural NSW has worked closely with SBS for many years in a number of capacities, including recently through a three-year partnership. This alliance provides Multicultural NSW with the ability to learn from and collaborate with Australia's only national public multicultural broadcaster.

In 2022-23, Multicultural NSW expanded the partnership with SBS to include its support of our 2022 Diwali and 2023 Lunar New Year events

Sporting Partners

For four years, Multicultural NSW has funded the following sporting organisations to deliver grassroots participation programs to multicultural communities:



NSW Rugby Union



Cricket NSW



NSW Rugby League



GWS Giants

Photo left: Multicultural NSW Stakeholders on Eat Street, Parramatta 2022
Photo top: NRL In League In Harmony YAP workshop, 2022

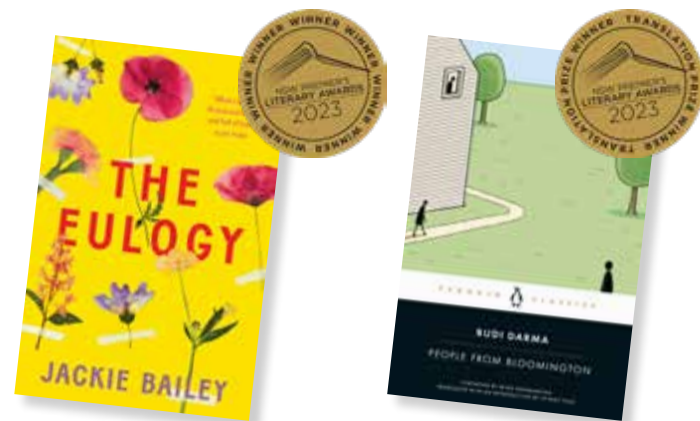
Sponsorship

In 2022-23, Multicultural NSW supported the following events/organisations through sponsorships to help us to deliver on our strategic priorities.

NSW Premier's Literary Awards

Multicultural NSW is a long-term sponsor of the NSW Premier's Literary Awards. Each year, the Multicultural NSW Award is given to a writer who has made a significant contribution to Australian literature. Their work must consider issues of multiculturalism, cultural diversity or aspects of the Australian migration experience. The 2023 winner was Jackie Bailey for *The Eulogy*.

In 2023, the two-yearly NSW Premier's Translation Prize was also awarded. This award acknowledges the contribution made to literature by Australian translators, and recognises the vital role literary translators play in enabling writers and readers to communicate across cultures throughout the world. The winner was translator of Indonesian Tiffany Tsao for Budi Dharma.



The Eulogy by Jackie Bailey, winner of the Multicultural Award in the NSW Premier's Literary Awards 2023

People from Bloomington by Budi Dharma translated from English to Indonesian by Tiffany Tsao, winner of the Translation Prize 2023



Diversity Council Australia (DCA) membership

DCA is an independent non-profit peak body leading diversity and inclusion in the workplace. It provides unique research, events and programs, curated resources and expert advice across all dimensions of diversity to its members and member organisations.

DCA has more than 600 members, many of whom are Australia's business diversity leaders and biggest employers. Multicultural NSW's membership gives us access to diversity training for our staff.



Rural Australians for Refugees Conference 2022

Rural Australians for Refugees Inc is an informal advocacy network of more than 90 regional and rural volunteer groups which support and advocate for refugees and people seeking asylum, and resettlement of refugees in their communities.

The Rural Australians for Refugees Conference is a national conference held every two years. In 2022, the conference brought together about 300 delegates. Delegates heard from refugees and asylum seekers with lived experience, representatives of refugee voluntary groups and funded organisations and high-profile advocates.

Photo top right: Staff at the Multicultural NSW Staff Summit, 2023



6

Our People

In 2022-23, Multicultural NSW's workforce continued to be highly engaged and agile, as shown by its comfort with working both remotely and in the office and delivering excellent outcomes for our community stakeholders.

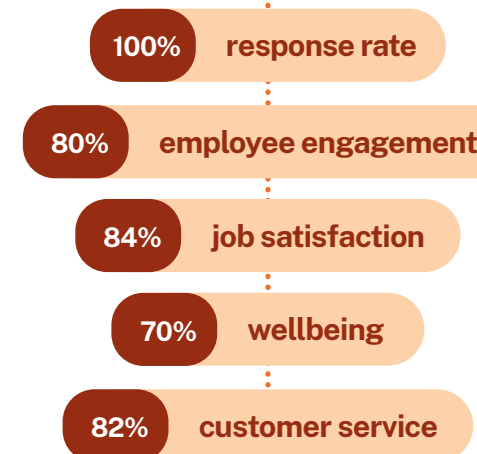
The requirements of new streams of work, such as the translation of government messaging, the establishment of the Regional Community Network, support for faith affairs, and increased requests for Language Services drove an increase in employee numbers.

Employee engagement

Multicultural NSW has maintained a strong focus on our people and on responding to their feedback to provide support and development as required.

The 2022 People Matter Employee Survey (PMES) results were used to inform our actions. The results showed that 89% of staff were proud to tell others that they worked for Multicultural NSW and had high levels of job satisfaction.

The areas that recorded the highest improvement include employees' satisfaction with the commitment to learning and development (84%) and increased role clarity and support (74%).





Organisational Values and Recognition Program

In March 2023, Multicultural NSW launched a new set of organisational values: Respect, Inclusion and Excellence.

These values set a common ground for everyone working in the agency to guide everyday interactions and role model best practice with communities and other stakeholders.

All employees were involved in defining the values. The process included a series of consultation workshops, followed by additional feedback loops and voting to come up with the new values.

The implementation of the values and integration into key Multicultural NSW activities is supported by a Values Framework that identifies key behaviours associated with each value.

The values have proven instrumental in encouraging meaningful feedback, facilitating performance conversations, aligning with strategic priorities and promoting the celebration of diversity in the workplace.

To help the implementation of the Values and the Framework, teams at a divisional level undertake monthly practical activities with the aims of deeply understanding and embracing the Values, creating a common language that will assist with assessing performance and implementing continuous improvement.

To support the roll-out of the new Values, there is a new approach to employee recognition: the Stronger Together Awards. Every month all employees can nominate an individual or team that have demonstrated the Multicultural NSW Values to determine the Stronger Together Award winner for the month.

Since the launch of the program, Amor Villareid (Graphic Designer), Jain Paul (IT Help Desk Officer) and Kristina Cavanna (Policy Officer) have been recognised with the employee of the month awards.



With **Respect**, we cultivate positive relationships through acceptance, collaboration and mutual understanding.



With **Inclusion** at the heart of everything we do, we work together to support each other's strengths and differences.



By always reaching for **Excellence**, we remain dedicated, deliberate and purposeful in our words and actions, delivering quality results for our valued customers and the community.



Living the values from their inception

Amor Villareid is a graphic designer at Multicultural NSW. She was the first person awarded with the Stronger Together award when the new recognition program was launched. Amor was recognised for her work designing the Settlement Strategy. It was a big surprise for her.

"I was in complete shock! Working as a creative has often meant working behind-the-scenes, only getting recognition as a collective rather than an individual. I was overwhelmed and filled with gratitude for the trust and belief in me," she said.

When asked about how she lives the values, both at work and in everyday life, Amor mentions she tries to live by the standard of just "being the best human she can be".

"I strive to make anyone I meet feel seen, valued and welcome. I seek development that makes my life and others' lives that little bit better than before."

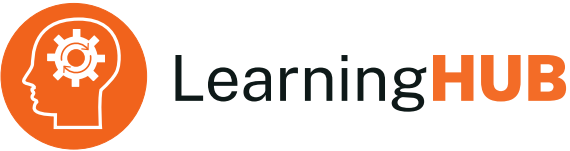
Amor is already seeing how the new Values are improving the way the Multicultural NSW team works.

"The most noticeable change I am seeing is this bubbling drive to break barriers between divisions and create a truly cohesive, collaborative agency."

Photo right: Staff at the Multicultural NSW Staff Summit 2023 participating in the Values and Behaviours workshop
Photo top: Amor Villareid with Joseph La Posta at the Multicultural NSW Staff Summit 2023 after being awarded the Stronger Together award

Learning and development

The learning and development program for 2022-23 included a range of initiatives identified through performance development conversations and organisational strategic priorities.



In February 2023, Multicultural NSW launched LearningHub. This online learning portal includes Cyber Security and Conflict of Interest mandatory training modules, soft skills modules and the Public Service Commission People Manager Fundamental modules and Manager Masterclass series for 2022-23.

Other learning and development opportunities for staff included supporting secondments or temporary transfers to other government agencies and helping those taking on new opportunities in acting roles at higher grades.



Photos top left and above: Staff at the Multicultural NSW Staff Summit, 2023
Photo right: Multicultural NSW Staff nominees for the 2022 NSW Premier's Award

Work health and wellbeing

Multicultural NSW's focus on health and wellbeing continued during 2022-23, ensuring the safety, health and wellbeing of employees, contractors, and the community.

The agency continued its hybrid work approach to help staff to undertake a mix of working from home and working in the office.

A range of initiatives promoted positive and sustainable health and lifestyle opportunities for employees, including:

- establishing health and safety representatives for corporate staff and the interpreters and translators panel
- providing a seasonal flu vaccination program for all staff, including interpreters and translators
- promoting the Employee Assistance Program (which helps those who need it with personal and/or work-related issues) and providing a new portal to access additional information and support
- access to Fitness Passport to enhance wellbeing
- provision of sit-stand desks in the office.

Health and safety representatives met regularly during the year, promoted their roles across the organisation, conducted workplace reviews and raised potential hazards with Multicultural NSW management.

Multicultural NSW had no active or new workers' compensation claims during the reporting period.

Organisational structure

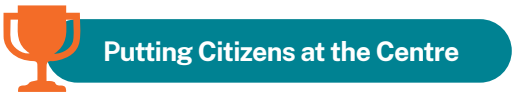
In 2022-23 Multicultural NSW established the Communications division. This employee group was previously part of the People and Corporate division.

The realignment corresponded with a need to respond to increased demand for internal and external communications, to better support the expansion of Language Services and to better support other community programs, such as GROW.

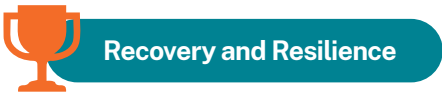


Multicultural NSW was a finalist in three categories at the 2022 NSW Premier's Award.

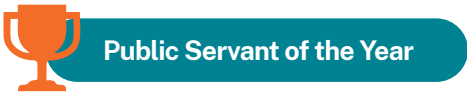
While not taking the awards home, the nominations meant a big recognition of the work delivered by the entire team throughout the COVID-19 pandemic.



For delivering more than \$40 million of grant funding to over 600 organisations (informed by 700 consultations with community leaders), and producing over 4,000 translations in record time to ensure multicultural communities had critical health information in their own language.



For hosting community information sessions with more than 8,000 people and collaborating with 13 NSW government agencies to provide multiple points of support to communities across NSW.



For our CEO Joseph La Posta's leadership during the COVID-19 crisis.





Management and Accountability

Image: Regional Community Engagement Listening Tour Session held at the Hunter Multicultural Communities Inc, Waratah 2023

Number of Executives: 5 Executives

Executive Salaries

Range and average remunerations	2019–20	2020–21	2021–22	2022–23
Band 2 (CEO)	310,126	312,629	320,435	349,462
Band 1 (Directors)	233,650	246,901	242,322	247,906

Staffing

Staffing	2019–20	2020–21	2021–22	2022–23
Number of employees	65	67	79	105

Conditions of employment

Multicultural NSW’s employment practices are in accordance with industrial relations policies and practices contained in public sector legislation and policy documents, namely the *Crown Employees (Public Service Conditions of Employment) Award 2009*, the *Crown Employees (Interpreters and Translators, Multicultural NSW) State Award 2021* and the *Government Sector Employment Act 2013*.

Exceptional movements in wages and salaries and allowances

A salary increase of 2.53 % effective in the first full pay period of July 2022 was paid in accordance with the *Crown Employees (Public Sector - Salaries 2021) Award*.

New pay rates for interpreter and translator assignments came into effect on 1 July 2022 in line with the *Crown Employees (Interpreters and Translators, Multicultural NSW) Award 2021*.

Industrial relations policy and practice

Multicultural NSW did not appear before any industrial tribunal in its capacity as an employer.

Consultants

No consultants have been engaged during the reporting period.

Overseas Visits

There was no overseas travel in FY2022-23.

Cyber Security Annual Attestation Statement

2022-23 Financial Year
Multicultural NSW

I, Joseph La Posta, am of the opinion that Multicultural NSW has managed cyber security risks in a manner consistent with the Mandatory Requirements set out in the NSW Government Cyber Security Policy.

During this period cyber security risks have been identified, managed, and addressed in governance forums.

The agency has a Cyber Incident Response Plan and it is integrated within the agency’s Business Continuity response. Both plans have been tested by the business continuity response team and the Executive during the past 12 months.

The agency has introduced a Cyber Security Roadmap. As part of this road map, all key policies have been reviewed and updated, focused training has occurred across all business areas, and a proactive approach has been implemented to uplift the agency’s cyber security risk rating.

Joseph La Posta
Chief Executive Officer
Multicultural NSW
31 October 2023

Privacy and personal information

Multicultural NSW is committed to respecting the privacy rights of all individuals and take our obligations in relation to the management of personal and health information seriously.

The agency conducts all activities in accordance with the *Privacy and Personal Information Protection Act 1998*. Under Part 5 (53) of this legislation, a person who has concerns about the conduct of a public sector agency can request to have the conduct reviewed. In 2022/23, Multicultural NSW did not receive any application review information under Part 5 of the Act.

Government Information (Public Access) Act 2009
GIPA Public Access information

Access arrangements

Multicultural NSW welcomes comments from the public on issues relating to community relations and service delivery.

Under section 7(3) of the *Government Information (Public Access) Act 2009* (GIPA Act) Multicultural NSW continued to review and assess information that is in the public interest and should be made publicly available.

Information that should be made publicly available is pro-actively released via our website and our ‘EmailLink’ service. New and updated information is released in relation to projects and initiatives, events and activities, publications and media releases, as well as our multicultural calendar for events, meetings and days of religious significance.

During 2022-2023, Multicultural NSW did not receive any access to information requests under the GIPA Act.

The following information is provided under section 125 of the *Government Information (Public Access) Act 2009* (GIPA Act) and clause 7 of the Government Information (Public Access) Regulation. 2009 for the reporting period 2022-2023.

Table A: Number of applications by type of applicant and outcome*

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/ deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not-for-profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	0	0	0	0	0	0	0
Members of the public (other)	0	0	0	0	0	0	0	0

Table B: Number of applications by type of application and outcome*

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/ deny whether information is held	Application withdrawn
Personal information applications	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	0	0	0	0	0	0	0	0
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

Table C: Invalid applications

Reason for invalidity	Number of Applications
Application does not comply with formal requirements (Section 41 of the Act)	0
Application is for excluded information of the agency (Section 43 of the Act)	0
Application contravenes restraint order (Section 110 of the Act)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

Table D: Conclusive presumption of overriding public interest against disclosure: Matters listed in Schedule 1 to Act

	Number of times consideration used
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0

Table E: Other public interest considerations against disclosure: Matters listed in Table to Section 14 of Act

	Number of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	0
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate freedom of information legislation	0

Table F: Timeliness

	Number of Applications
Decided within the statutory timeframe (20 days plus any extensions)	N/A
Decided after 35 days (by agreement with applicant)	N/A
Not decided within time (deemed refusal)	N/A
TOTAL	0

Table G: Number of applications reviewed under Part 5 of the Act (by type of review and outcome)

	Decision varied	Decision upheld	Total
Internal review	N/A	N/A	0
Review by Information Commissioner*	N/A	N/A	0
Internal review following recommendation under Section 93 of the Act	N/A	N/A	0
Review by ADT	N/A	N/A	0
TOTAL	0	0	0

*The Information Commissioner does not have the authority to vary decisions but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made.

Table H: Applications for review under Part 5 of the Act (by type of applicant)

	Number of applications for review
Applications by access applicants	0
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0

Public Interest Disclosures

The agency recognises the value and importance of the contributions of public officials to enhance administrative and management practices. We support public interest disclosures being made by public officials regarding these matters. The *Public Interest Disclosures Act 1994* (PID Act), section 31, requires each public authority to prepare an annual report on obligations under the PID Act. In accordance with section 4 of the Public Interest Disclosures Regulation 2011, the following information is provided on public interest disclosures for the period 1 July 2022 to 30 June 2023:

- Number of public officials who made public interest disclosures: 0
- Number of public interest disclosures received: 1
- Number of public interest disclosures relating to possible or alleged:
 - corrupt conduct: 0
 - maladministration: 1
 - serious and substantial waste of public money: 0
 - government information contraventions: 0
 - local government pecuniary interest contraventions: 0

Audit and Risk Management Statement

2022-23 Financial Year Multicultural NSW

I, Joseph La Posta, CEO of Multicultural NSW, am of the opinion that Multicultural NSW has internal audit and risk management processes in operation that are compliant with the seven (7) core requirements set out in the Internal Audit and Risk Management Policy for the NSW Public Sector, specifically:

Risk Management Framework

- 1.1 The Accountable Authority shall accept ultimate responsibility and accountability for risk management in the agency.
- 1.2 The Accountable Authority shall establish and maintain a risk management framework that is appropriate for the agency. The Accountable Authority shall ensure the framework is consistent with AS ISO 31000:2018.

Internal Audit Function

- 2.1 The Accountable Authority shall establish and maintain an internal audit function that is appropriate for the agency and fit for purpose.
- 2.2 The Accountable Authority shall ensure the internal audit function operates consistent with the International Standards for the Professional Practice for Internal Auditing.
- 2.3 The Accountable Authority shall ensure the agency has an Internal Audit Charter that is consistent with the content of the 'model charter'.

Audit and Risk Committee

- 3.1 The Accountable Authority shall establish and maintain efficient and effective arrangements for independent Audit and Risk Committee oversight to provide advice and guidance to the Accountable Authority on the agency's governance processes, risk management and control frameworks, and its external accountability obligations.
- 3.2 The Accountable Authority shall ensure the Audit and Risk Committee has a Charter that is consistent with the content of the 'model charter'.

Membership

The independent chair and members of the Audit and Risk Committee are:

Independent Chair, Robert Lagaida (12 June 2022 –11 June 2025)

Independent Member, Gayle Ginnane (28 May 2016-27 May 2024)

Independent Member, Henry Capra (13 April 2018-12 April 2024)



Joseph La Posta
Chief Executive Officer
Multicultural NSW
31 October 2023

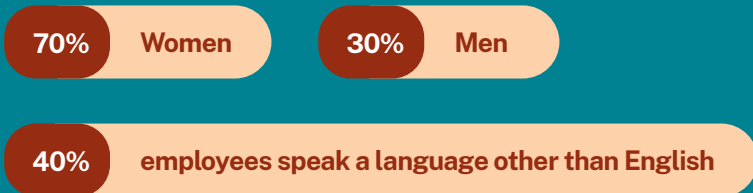


Sustainability

Modern Slavery

No issues were raised with Multicultural NSW by the Anti-slavery Commissioner during the financial year under the *Modern Slavery Act 2018*.

Workforce Diversity



Multicultural NSW:

Multicultural NSW worked closely with the Public Service Commission on a Secretaries Board paper that was the basis for the Elevate and Advocate Sponsorship Program. The program aims to increase cultural diversity in NSW Public Sector senior leadership and it has been developed in direct response to feedback from the sector, and addresses needs arising from the lived experience of CALD employees.

Delivered a CALD Women Leadership Program.

Participated in the Aboriginal Internship Program, joint initiative by the Public Service Commission and Career Tracker.



Financial Performance



INDEPENDENT AUDITOR'S REPORT

Multicultural NSW

To Members of the New South Wales Parliament

Opinion

I have audited the accompanying financial statements of Multicultural NSW (MNSW), which comprise the Statement by the Chief Executive Officer, the Statement of Comprehensive Income for the year ended 30 June 2023, the Statement of Financial Position as at 30 June 2023, the Statement of Changes in Equity and the Statement of Cash Flows for the year then ended, notes comprising a Statement of Significant Accounting Policies and other explanatory information of MNSW and the consolidated entity. The consolidated entity comprises MNSW and the entities it controlled at the year's end or from time to time during the financial year.

In my opinion, the financial statements:

- have been prepared in accordance with Australian Accounting Standards and the applicable financial reporting requirements of the *Government Sector Finance Act 2018* (GSF Act), the *Government Sector Finance Regulation 2018* (GSF Regulation) and the Treasurer's Directions
- presents fairly the financial position, financial performance and cash flows of MNSW and the consolidated entity

My opinion should be read in conjunction with the rest of this report.

Basis for Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under the standards are described in the 'Auditor's Responsibilities for the Audit of the Financial Statements' section of my report.

I am independent of MNSW and the consolidated entity in accordance with the requirements of the:

- Australian Auditing Standards
- Accounting Professional and Ethical Standards Board's APES 110 'Code of Ethics for Professional Accountants (including Independence Standards)' (APES 110).

Parliament promotes independence by ensuring the Auditor-General and the Audit Office of New South Wales are not compromised in their roles by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General
- mandating the Auditor-General as auditor of public sector agencies
- precluding the Auditor-General from providing non-audit services.

I have fulfilled my other ethical responsibilities in accordance with APES 110.

I believe the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Chief Executive Officer's Responsibilities for the Financial Statements

The Chief Executive Officer is responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards and the GSF Act, GSF Regulation and Treasurer's Directions. The Chief Executive Officer's responsibility also includes such internal control as the Chief Executive Officer determines is necessary to enable the preparation and fair presentation of the financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Chief Executive Officer is responsible for assessing the ability of MNSW and the consolidated entity to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to:

- obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error
- issue an Independent Auditor's Report including my opinion.

Reasonable assurance is a high level of assurance, but does not guarantee an audit conducted in accordance with Australian Auditing Standards will always detect material misstatements. Misstatements can arise from fraud or error. Misstatements are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions users take based on the financial statements.

A description of my responsibilities for the audit of the financial statements is located at the Auditing and Assurance Standards Board website at: www.auasb.gov.au/auditors_responsibilities/ar3.pdf. The description forms part of my auditor's report.

The scope of my audit does not include, nor provide assurance:

- that MNSW and the consolidated entity carried out their activities effectively, efficiently and economically
- about the assumptions used in formulating the budget figures disclosed in the financial statements
- about the security and controls over the electronic publication of the audited financial statements on any website where it may be presented
- about any other information which may have been hyperlinked to/from the financial statements.

Susan Prichard
Director, Financial Audit

Delegate of the Auditor-General for New South Wales

28 September 2023
SYDNEY

Financial Statements for the year ended 30 June 2023

Statement by Chief Executive Officer

Pursuant to section 7.6(4) of the *Government Sector Finance Act 2018 (GSF Act)*, I state that:

- The accompanying financial statements have been prepared in accordance with the requirements of applicable Australian Accounting Standards (which include Australian Accounting Interpretations), the *Government Sector Regulation 2018 (GSF Act)* and the Treasurer's Directions issued under the GSF Act.
- These financial statements and notes exhibit a true and fair view of the Financial Position of Multicultural NSW and its controlled entity as at 30 June 2023 and its financial performance and cash flows for the year then ended, and
- There are no circumstances which would render any particulars included in the financial statements to be misleading or inaccurate.



Joseph La Posta
Chief Executive Officer
Multicultural NSW
22 September 2023

Statement of comprehensive income for the year ended 30 June 2023

		Consolidated Budget	Parent Actual	Consolidated Actual	Parent Actual	Consolidated Actual
	Notes	2023 \$'000	2023 \$'000	2023 \$'000	2022 \$'000	2022 \$'000
CONTINUING OPERATIONS						
Expenses Excluding Losses						
Employee related expenses	2(a)	23,706	-	22,552	-	16,082
Operating expenses	2(b)	4,243	5,599	5,599	4,923	4,923
Depreciation and amortisation	2(c)	422	318	318	1,433	1,433
Grants and subsidies	2(d)	40,231	28,991	28,991	64,200	64,200
Finance costs	2(e)	-	3	3	38	38
Personnel services	2(a)	-	22,552	-	16,082	-
Total Expenses Excluding Losses		68,602	57,463	57,463	86,676	86,676
Revenue						
Sale of goods and services from contracts with customers	3(a)	6,002	5,105	5,105	3,971	3,971
Grants and other contributions	3(b)	63,414	53,453	53,453	82,561	82,561
Acceptance by the Crown of employee benefits and other liabilities	3(c)	772	-	285	-	(555)
Other income	3(d)	27	575	290	(273)	282
Total Revenue		70,215	59,133	59,133	86,259	86,259
Operating Result		1,613	1,670	1,670	(417)	(417)
Gains/(losses) on disposal	4	-	(15)	(15)	(73)	(73)
Other gains/(losses)	5	-	-	-	772	772
Net Result from Continuing Operations		1,613	1,655	1,655	282	282
Other comprehensive income		-	-	-	-	-
Total Other Comprehensive Income		-	-	-	-	-
TOTAL COMPREHENSIVE INCOME		1,613	1,655	1,655	282	282

The accompanying notes form part of these financial statements.

Statement of Financial Position as at 30 June 2023

		Consolidated Budget	Parent Actual	Consolidated Actual	Parent Actual	Consolidated Actual
		2023	2023	2023	2022	2022
Notes		\$'000	\$'000	\$'000	\$'000	\$'000
ASSETS						
Current assets						
Cash and cash equivalents	6	1,567	9,182	9,182	5,132	5,132
Receivables	7	4,051	2,287	2,287	1,865	1,865
Total Current Assets		5,618	11,469	11,469	6,997	6,997
Non-Current Assets						
Property, plant & equipment	8					
- Land and buildings (Leasehold Improvements)		-	231	231	207	207
- Plant and equipment		312	411	411	377	377
Total property, plant and equipment		312	642	642	584	584
Right-of-use assets	9	27	132	132	158	158
Intangible assets	10	2,121	619	619	351	351
Total Non-Current Assets		2,460	1,393	1,393	1,093	1,093
Total Assets		8,078	12,862	12,862	8,090	8,090
LIABILITIES						
Current Liabilities						
Payables	11	3,282	5,373	5,373	2,031	2,031
Contract liabilities	12	1,409	3,461	3,461	3,959	3,959
Borrowings	13	26	24	24	23	23
Provisions	15	1,390	1,552	1,552	1,330	1,330
Total Current Liabilities		6,107	10,410	10,410	7,343	7,343
Non-Current Liabilities						
Borrowings	14	3	114	114	138	138
Provisions	16	251	358	358	284	284
Total Non-Current Liabilities		254	472	472	422	422
Total Liabilities		6,361	10,882	10,882	7,765	7,765
Net Assets		1,717	1,980	1,980	325	325
EQUITY						
Accumulated funds	17	1,717	1,980	1,980	325	325
Total Equity		1,717	1,980	1,980	325	325

The accompanying notes form part of these financial statements.

Statement of Changes in Equity for the year ended 30 June 2023

		Consolidated Budget	Parent Actual	Consolidated Actual	Parent Actual	Consolidated Actual
		2023	2023	2023	2022	2022
Notes		\$'000	\$'000	\$'000	\$'000	\$'000
Balance at 1 July		104	325	325	43	43
Net result for the year		1,613	1,655	1,655	282	282
Other comprehensive income		-	-	-	-	-
Total other comprehensive income		-	-	-	-	-
Balance at 30 June		1,717	1,980	1,980	325	325

Multicultural NSW’s only category of equity is Accumulated Funds. The accompanying notes form part of these financial statements.

Statement of Cash Flows

for the year ended 30 June 2023

		Consolidated Budget	Parent Actual	Consolidated Actual	Parent Actual	Consolidated Actual
		2023	2023	2023	2022	2022
	Notes	\$'000	\$'000	\$'000	\$'000	\$'000
CASH FLOWS FROM OPERATING ACTIVITIES						
Payments						
Employee related		(22,934)	-	(21,983)	-	(16,500)
Personnel services		-	(21,983)	-	(16,500)	-
Grants and subsidies		(40,231)	(31,890)	(31,890)	(70,620)	(70,620)
Finance costs		-	(3)	(3)	(38)	(38)
Other		(4,243)	(3,004)	(3,004)	(1,638)	(1,638)
Total Payments		(67,408)	(56,880)	(56,880)	(88,796)	(88,796)
Receipts						
Sale of goods and services		6,002	5,210	5,210	4,630	4,630
Grants and other contributions		63,414	52,911	52,911	85,207	85,207
Other		27	3,465	3,465	3,451	3,451
Total Receipts		69,443	61,586	61,586	93,288	93,288
Net Cash Flows from Operating Activities	21	2,035	4,706	4,706	4,492	4,492
Cash Flows from Investing Activities						
Purchases of property, plant and equipment		(50)	(220)	(220)	(467)	(467)
Purchases of intangible assets		(1,977)	(413)	(413)	(220)	(220)
Net Cash Flows from Investing Activities		(2,027)	(633)	(633)	(687)	(687)
Cash Flows from Financing Activities						
Payment of principal portion of lease liabilities		-	(23)	(23)	(459)	(459)
Net Cash Flows from Financing Activities		-	(23)	(23)	(459)	(459)
Net Increase/(Decrease) in Cash and Cash Equivalents		8	4,050	4,050	3,346	3,346
Opening cash and cash equivalents		1,559	5,132	5,132	1,786	1,786
Closing Cash and Cash Equivalents	6	1,567	9,182	9,182	5,132	5,132

The accompanying notes form part of these financial statements.

Notes to the Financial Statements

for the year ended 30 June 2023

1. Statement of significant accounting policies

a) Reporting Entity

Multicultural NSW is a NSW Government entity and is controlled by the State of New South Wales, which is the ultimate parent. Multicultural NSW is a not-for-profit entity (as profit is not its principal objective) and it has no cash-generating units.

Multicultural NSW as a reporting entity comprises the entity under its control, namely the Multicultural NSW Staff Agency that supplies personnel services to Multicultural NSW.

In the process of preparing the consolidated financial statements for the economic entity, consisting of the controlling and controlled entities, all inter-entity transactions and balances have been eliminated, and like transactions and other events are accounted for using uniform accounting policies.

These financial statements for the year ended 30 June 2023 have been authorised for issue by the Chief Executive Officer on 22 September 2023.

b) Basis of Preparation

Multicultural NSW's financial statements are general purpose financial statements which have been prepared on an accruals basis and in accordance with:

- applicable Australian Accounting Standards (AAS) (which include Australian Accounting Interpretations);
- the requirements of the *Government Sector Finance Act 2018* (GSF Act); and
- Treasurer's Directions issued under the GSF Act.

Property, plant and equipment and certain financial assets and liabilities are measured at fair value. Other financial statement items are prepared in accordance with the historical cost convention except where specified otherwise.

Judgements, key assumptions and estimations management has made are disclosed in the relevant notes to the financial statements.

All amounts are rounded to the nearest one thousand dollars and are expressed in Australian currency, which is Multicultural NSW's presentation and functional currency.

c) Statement of Compliance

The financial statements and notes comply with Australian Accounting Standards, which include Australian Accounting Interpretations.

d) Accounting for the Goods and Services Tax (GST)

Income, expenses and assets are recognised net of the amount of GST, except that the:

- amount of GST incurred by Multicultural NSW as a purchaser that is not recoverable from the Australian Taxation Office (ATO) is recognised as part of an asset's cost of acquisition or as part of an item of expense; and
- receivables and payables are stated with the amount of GST included.

Cash flows are included in the Statement of Cash Flows on a gross basis. However, the GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the ATO are classified as operating cash flows.

e) Comparative information

Except when an AAS permits or requires otherwise, comparative information is presented in respect of the previous period for all amounts reported in the financial statements.

Notes to the Financial Statements
for the year ended 30 June 2023

f) Changes in Accounting Policies, including new or revised
Australian Accounting Standards

- (i)

Effective for the first time in the 2022–23 financial year
The accounting policies applied in 2022–23 are consistent with those of the previous financial year.

Several other accounting standards and interpretations apply for the first time in 2022–23, but do not have an impact on the financial statements of Multicultural NSW.
- (ii)

Issued but not yet effective

NSW public sector entities are not permitted to early adopt new Australian Accounting Standards unless NSW Treasury determines otherwise. In accordance with NSW Treasury mandate (NSW Treasury Policy and Guidelines TPG23-04), the following new Australian Accounting Standards have not been applied and are not yet effective. Management has determined that these standards are not likely to have a material impact on the financial statements in the period of their initial application.

• AASB 17

Insurance Contracts
(Applicable to annual reporting periods beginning on or after 1 January 2023)
(Effective application date for Multicultural NSW – 1 July 2023)

• AASB 2020-1

Amendments to Australian Accounting Standards –
Classification of Liabilities as Current or Non-current
(Applicable to annual reporting periods beginning on or after 1 January 2024)
(Effective application date for Multicultural NSW – 1 July 2024)

• AASB 2021-5

Amendments to Australian Accounting Standards –
Deferred Tax related to Assets and Liabilities arising from a Single Transaction
(Applicable to annual reporting periods beginning on or after 1 January 2023)
(Effective application date for Multicultural NSW – 1 July 2023)

• AASB 2021-7b

Amendments to Australian Accounting Standards –
Effective Date of Amendments to AASB 10 and AASB 128 and Editorial Corrections
(Applicable to annual reporting periods beginning on or after 1 January 2023)
(Effective application date for Multicultural NSW – 1 July 2023)

• AASB 2021-7c

Amendments to Australian Accounting Standards –
Effective Date of Amendments to AASB 10 and AASB 128 and Editorial Corrections
(Applicable to annual reporting periods beginning on or after 1 January 2025)
(Effective application date for Multicultural NSW – 1 July 2025)

• AASB 2022-5

Amendments to Australian Accounting Standards –
Lease Liability in a Sale and Leaseback
(Applicable to annual reporting periods beginning on or after
1 January 2024) (Effective application date for Multicultural NSW – 1 July 2024)

• AASB 2022-6

Amendments to Australian Accounting Standards –
Non-current Liabilities with Covenants
(Applicable to annual reporting periods beginning on or after 1 January 2024)
(Effective application date for Multicultural NSW – 1 July 2024)

- AASB 2022-7

Editorial Corrections to Australian Accounting Standards
And Repeal of Superseded and Redundant Standards
(Applicable to annual reporting periods beginning on or after 1 January 2023) (Effective application date for Multicultural NSW – 1 July 2023)
- AASB 2022-8

Amendments to Australian Accounting Standards –
Insurance Contracts: Consequential Amendments
(Applicable to annual reporting periods beginning on or after 1 January 2023)
(Effective application date for Multicultural NSW – 1 July 2023)
- AASB 2022-9

Amendments to Australian Accounting Standards –
Insurance Contracts in the Public Sector
(Applicable to annual reporting periods beginning on or after 1 January 2026)
(Effective application date for Multicultural NSW – 1 July 2026)
- AASB 2021-10

Amendments to Australian Accounting Standards –
Fair Value Measurement of Non-Financial Assets of
Not-for-Profit Public Sector Entities
(Applicable to annual reporting periods beginning on or after 1 January 2024)
(Effective application date for Multicultural NSW – 1 July 2024)

g) Impact of COVID-19 on Financial Reporting for 2022–23

The Novel Coronavirus (COVID-19) pandemic which commenced in late February 2020 has significantly changed the economic environment in which Multicultural NSW operates. The impacts from these changes and the associated uncertainties have required Multicultural NSW to include additional disclosures as follows:

Going Concern and Liquidity Risk

Multicultural NSW's financial statements have been prepared on a going concern basis, which contemplates the continuity of normal operating activity and the realisation of assets and the settlement of liabilities in the normal course of operations. Multicultural NSW held cash on hand and at bank as at 30 June 2023 of \$9.182m. Multicultural NSW will receive grants from the Department of Communities and Justice in 2023-24 to fund its approved budgeted operations.

Expected Credit Losses and Credit Risk

The concepts of expected credit losses and credit risk are defined in Notes 7 and 23(d) respectively. From a historical perspective, Multicultural NSW has a minimal credit loss experience in respect to its trade receivables due to the majority of Multicultural NSW's trade debtors being government organisations holding AAA credit ratings. In addition, even though the organisation was subject to the impact of the COVID-19 economic environment during 2021-22, Multicultural NSW wrote off a negligible amount (\$2,000) of outstanding invoices. As Multicultural NSW does not anticipate that this position will change in the foreseeable future, it determined that no change in the level of its expected credit losses was warranted.

h) Superannuation on Annual Leave Loading

Multicultural NSW has determined that it is not probable a liability arises to pay superannuation on annual leave loading. This position has been formed based on current inquiries, other information currently available to management, and after considering the facts from a decision in the Federal Court of Australia: Finance Sector Union of Australia v Commonwealth Bank of Australia [2022] FedCFamC2G 409. That decision confirmed that, in relation to the industrial agreement considered in that case, annual leave loading did not form part of ordinary time earnings and therefore, did not require superannuation contributions to be made under superannuation guarantee legislation because the obligation to pay annual leave loading was not referable to ordinary hours of work or to ordinary rates of pay. Rather, it was paid by reference to the period of annual leave, and for the purpose of compensating employees for their loss of opportunity to work additional hours at higher rates during this period

This position will be re-assessed in future reporting periods as new information comes to light on this matter.

Notes to the Financial Statements for the year ended 30 June 2023

2. Expenses excluding losses

	Parent	Consolidated	Parent	Consolidated
	2023	2023	2022	2022
	\$'000	\$'000	\$'000	\$'000
(a) Employee related expenses				
Salaries and wages (including annual leave)	-	19,292	-	14,572
Superannuation - defined contribution plans	-	1,813	-	1,287
Long service leave	-	285	-	(555)
Workers' compensation insurance	-	85	-	68
Payroll tax and fringe benefits tax	-	1,077	-	710
Personnel services	22,552	-	16,082	-
	22,552	22,552	16,082	16,082
	2023	2022	2021	2021
	\$'000	\$'000	\$'000	\$'000
(b) Other operating expenses include the following:				
Operating lease expense - outgoings and management fees	699	699	273	273
Fees to contractors	692	692	814	814
Auditor's remuneration - audit of the financial statements	79	79	77	77
Advertising and promotion	73	73	56	56
Postage, freight and couriers	92	92	67	67
Electricity	16	16	15	15
Insurance	50	50	46	46
Training and development	262	262	163	163
Telephone and telecommunication services	254	254	245	245
Travel and accommodation	264	264	82	82
Maintenance	13	13	18	18
Fees for services/general expenses	1,582	1,582	2,069	2,069
Fees for outsourced translating/interpreting booking services	535	535	213	213
Computer software and maintenance	705	705	559	559
Internal audit fees	58	58	54	54
Legal	-	-	3	3
Other expenses	225	225	169	169
	5,599	5,599	4,923	4,923
Reconciliation - Total maintenance expense				
Maintenance expense - contracted labour and other (non-employee related), as above	13	13	18	18
Employee related maintenance expense included in Note 2(a)	-	-	-	-
Total maintenance expense included in Notes 2(a) and 2(b)	13	13	18	18
Reconciliation - Total maintenance expense	13	13	18	18

Recognition and Measurement

Maintenance expense

Day-to-day servicing costs or maintenance are charged as expenses as incurred, except where they relate to the replacement or an enhancement of a part or component of an asset, in which case the costs are capitalised and depreciated.

Insurance

Multicultural NSW's insurance activities are conducted through the NSW Treasury Managed Fund Scheme of self-insurance for government entities. The expense (premium) is determined by the fund manager based on past claims experience.

Lease expense

Multicultural NSW recognises the lease payments associated with the following types of leases as an expense on a straight-line basis:

- leases that meet the definition of short-term. i.e. where the lease term at commencement of the lease is 12 months or less. This excludes leases with a purchase option
- leases of assets that are valued at \$10,000 or under when new.

Variable lease payments not included in the measurement of the lease liability (i.e. variable lease payments that do not depend on an index or a rate, initially measured using the index or rate as at the commencement date). These payments are recognised in the period in which the event or condition that triggers those payments occurs.

Notes to the Financial Statements for the year ended 30 June 2023

	Parent	Consolidated	Parent	Consolidated
	2023	2023	2022	2022
	\$'000	\$'000	\$'000	\$'000
(c) Depreciation and amortisation expense				
Depreciation of Land and Buildings (Leasehold Improvements)	49	49	68	68
Depreciation of Plant and Equipment	103	103	54	54
Depreciation of Right-of-use Assets	26	26	620	620
Amortisation of Intangible Assets	140	140	691	691
	317	317	1,433	1,433

	2023	2023	2022	2022
	\$'000	\$'000	\$'000	\$'000
(d) Grants and subsidies				
Multicultural NSW Grants Program	25,812	25,812	11,734	11,734
COVID-related Grants	-	-	50,918	50,918
Countering Violent Extremism/COMPACT Grants	3,179	3,179	1,548	1,548
	28,991	28,991	64,200	64,200

	2023	2023	2022	2022
	\$'000	\$'000	\$'000	\$'000
(E) Finance costs				
Interest expense from lease liabilities	3	3	38	38
Total interest expense	3	3	38	38

Recognition and Measurement

Finance costs consist of interest and other costs incurred in connection with the borrowing of funds. Borrowing costs are recognised as expenses in the period in which they are incurred, in accordance with Treasury’s Mandate to not-for-profit NSW General Government Sector entities.

3. Revenue

Recognition and Measurement

Income is recognised in accordance with the requirements of AASB 15 Revenue from Contracts with Customers or AASB 1058 *Income of Not-for-Profit Entities*, dependent on whether there is a contract with a customer as defined by AASB 15 *Revenue from Contracts with Customers*. Comments regarding the accounting policies for the recognition of income are discussed below.

	Parent	Consolidated	Parent	Consolidated
	2023	2023	2022	2022
	\$'000	\$'000	\$'000	\$'000
(a) Sale of goods and services from contracts with customers				
Rendering of services				
Interpreting	2,614	2,614	2,292	2,292
Translating	2,164	2,164	1,262	1,262
Other Services	327	327	417	417
	5,105	5,105	3,971	3,971

Recognition and Measurement

Rendering of services

Revenue from rendering of services is recognised when Multicultural NSW satisfies the performance obligations by transferring the promised services. Multicultural NSW’s services rendered primarily relate to the provision of quality interpreting and translation services of community languages.

Multicultural NSW typically satisfies its performance obligations when control of the services are transferred to the customers, usually when the service is provided.

The revenue is measured at the transaction price agreed under the contract and the transaction price is allocated to distinct performance obligations where practical. No element of financing is deemed present as payments are due when service is provided.

Refer to Note 12 for the disclosure of the aggregate amount of the transaction price allocated to performance obligations that are unsatisfied (or partially unsatisfied) at the end of the reporting period, and when Multicultural NSW expects to recognise the unsatisfied portion as revenue.

Notes to the Financial Statements
for the year ended 30 June 2023

	Parent	Consolidated	Parent	Consolidated
	2023	2023	2022	2022
	\$'000	\$'000	\$'000	\$'000
(b) Grants and Other Contributions				
Grants with sufficiently specific performance obligations	4,888	4,888	2,944	2,944
Grants without sufficiently specific performance obligations:				
Recurrent Grants from Department of Communities and Justice	48,530	48,530	79,582	79,582
Capital Grants from Department of Communities and Justice	35	35	35	35
	53,453	53,453	82,561	82,561

Recognition and Measurement

Income from grants to acquire/construct a recognisable non-financial asset to be controlled by Multicultural NSW is recognised when Multicultural NSW satisfies its obligations under the transfer. Multicultural NSW satisfies the performance obligations under the transfer to construct assets over time as the non-financial assets are being constructed.

Revenue from grants with sufficiently specific performance obligations is recognised when Multicultural NSW satisfies a performance obligation by transferring the promised goods or services.

Revenue from these grants is recognised based on the grant amount specified in the funding agreement/funding approval, and revenue is only

recognised to the extent that it is highly probable that a significant reversal will not occur. No element of financing is deemed present as funding payments are usually received in advance or shortly after the relevant obligation is satisfied.

Refer to Note 12 for the disclosure of the transaction price allocated to the performance obligations that have not been satisfied at the end of the year and when it is expected to be recognised as revenue.

Income from grants without sufficiently specific performance obligations is recognised when Multicultural NSW obtains control over the granted assets (e.g. cash).

	Parent	Consolidated	Parent	Consolidated
	2023	2023	2022	2022
	\$'000	\$'000	\$'000	\$'000
(c) Acceptance by the Crown of Employee Benefits and Other Liabilities				
The following liabilities and/or expenses have been assumed by the Crown:				
Long service leave provision	-	285	-	(555)
	-	285	-	(555)

	Parent	Consolidated	Parent	Consolidated
	2023	2023	2022	2022
	\$'000	\$'000	\$'000	\$'000
(d) Other income				
Sponsorship	275	275	264	264
Miscellaneous income	15	15	18	18
Personnel services revenue	285	-	(555)	-
	575	290	(273)	282

e) Summary of Compliance

The *Appropriation Act 2022 (Appropriations Act)* appropriates the sum of \$48.565m to the Minister for Multiculturalism out of the Consolidated Fund for the services of the Department of Communities and Justice for the year 2022–23. The spending authority of the Minister from the *Appropriations Act* has been delegated or subdelegated to officers of the Department of Communities and Justice and entities that it is administratively responsible for, including Multicultural NSW.

The *Treasury and Energy Legislation Amendment Act 2022* made some amendments to sections 4.7 and 4.9 of the *Government Sector Finance Act 2018* (the GSF Act). These amendments commenced on 14 November 2022 and are applied retrospectively. As a result, the lead Minister for Multicultural NSW, being the Minister for Multiculturalism, is taken to have been given an appropriation out of the Consolidated Fund under the authority section 4.7 of the GSF Act, at the time Multicultural NSW received or recovers any deemed appropriation money, for an amount equivalent to the money that is received or recovered by Multicultural NSW. These deemed appropriations are taken to have been given for the services of the Department of Communities and Justice.

In addition, government money that Multicultural NSW receives or recovers, from another GSF agency, of a kind prescribed by the GSF regulations that forms part of the Consolidated Fund, is now capable of giving rise to deemed appropriations where the receiving agency has a different lead Minister to the agency making the payment, or one or both of the agencies is a special office (as defined in section 4.7(8)).

On 16 June 2023, the *GSF Amendment (Deemed Appropriations) Regulations 2023* was approved to bring the GSF regulations in line with the above deemed appropriation amendments to the GSF Act.

A summary of compliance is disclosed in the financial statements of the Annual Report of the Department of Communities and Justice. It has been prepared by aggregating the spending authorities of the Minister for Multiculturalism for the services of the Department of Communities and Justice. It reflects the status at the point in time this disclosure statement is being made. Multicultural NSW's spending authority and expenditure is included in the summary of compliance.

The delegation/sub-delegations for FY22-23 and FY21-22, authorising officers of Multicultural NSW to spend Consolidated Fund money, impose limits on the amounts of individual transactions, but not the overall expenditure of Multicultural NSW. However, as they relate to expenditure in reliance on a sum appropriated by legislation, the delegation/sub-delegations are subject to the overall authority of the Department of Communities and Justice to spend monies under the relevant legislation. The individual transaction limits have been properly observed. The information in relation to the aggregate expenditure limit from the *Appropriations Act* and other sources is disclosed in the summary of compliance table included in the financial statements of the Annual Report of the Department of Communities and Justice.

Multicultural NSW receives its funding under appropriations from the grant funding received from the Department of Communities and Justice which receives appropriations from the Consolidated Fund. Appropriations for each financial year are set out in the Appropriation Bill that is prepared and tabled for that year. The State Budget and related 2023-24 Appropriation Bill has been delayed until September 2023. However, pursuant to section 4.10 of the GSF Act, the Treasurer has authorised Ministers to spend specified amounts from the Consolidated Fund. This authorisation is current from 1 July 2023 until the earlier of 30 September 2023 or enactment of the 2023-24 Appropriation Act.

Notes to the Financial Statements
for the year ended 30 June 2023

4. Gains/(losses) on disposal

	Parent	Consolidated	Parent	Consolidated
	2023	2023	2022	2022
	\$'000	\$'000	\$'000	\$'000
Net gain/(loss) on disposal of intangible assets	(5)	(5)	(73)	(73)
Net gain/(loss) on disposal of property, plant and equipment	(10)	(10)	-	-
	(15)	(15)	(73)	(73)

5. Other gains/(losses)

	2023	2023	2022	2022
	\$'000	\$'000	\$'000	\$'000
Derecognition of right-of-use assets and lease liabilities with Property NSW	-	-	568	568
Write-back of Restoration Costs Provision	-	-	204	204
	-	-	772	772

Recognition and Measurement

Derecognition of right-of-use assets and lease liabilities with Property NSW

In 2021-22, the net gains/(losses) were recognised from the derecognition of the right-of-use asset and lease liability with Property NSW as at 30 June 2022. Please refer to Note 9 for further details on the derecognition.

The net gain/(loss) from the derecognition of right-of-use assets and lease liabilities with Property NSW as at 30 June 2022 was reconciled as below:

	2022
	\$'000
Right-of-use asset	
Gross carrying value	4,467
Less: accumulated depreciation and accumulated impairment provision	(1,366)
Net book value	3,101
Lease Liability	3,669
Net Gains/(Losses)	568

Impairment losses on non-financial assets

Impairment losses may arise on non-financial assets held by Multicultural NSW from time to time. Accounting for impairment losses is dependent upon the individual asset (or group of assets) subject to impairment.

Accounting Policies and events giving rise to impairment losses are disclosed in the following notes:

Property, plant and equipment - Note 8

Leases - Note 9

Intangible assets - Note 10

6. Current Assets - cash and cash equivalents

	Parent	Consolidated	Parent	Consolidated
	2023	2023	2022	2022
	\$'000	\$'000	\$'000	\$'000
Cash at bank and on hand	9,182	9,182	5,132	5,132

For the purposes of the Statement of Cash Flows, cash and cash equivalents include cash at bank and cash on hand.

Cash and cash equivalent assets recognised in the Statement of Financial Position are reconciled at the end of the financial year to the Statement of Cash Flows as follows:

	2023	2023	2022	2022
	\$'000	\$'000	\$'000	\$'000
Cash and cash equivalents (per Statement of Financial Position)	9,182	9,182	5,132	5,132
Cash and cash equivalents (per Statement of Cash Flows)	9,182	9,182	5,132	5,132

Refer to Note 23 for details regarding credit risk and market risk arising from financial instruments.

	2023	2023	2022	2022
	\$'000	\$'000	\$'000	\$'000
Restricted Assets				
Grants received - unspent at year-end	3,325	3,325	3,474	3,474

These funds are included in Cash at bank and on hand and represent contributions for the co-ordination of specific purpose community projects.

Notes to the Financial Statements
for the year ended 30 June 2023

7. Current Assets – Receivables

	Parent	Consolidated	Parent	Consolidated
	2023	2023	2022	2022
	\$'000	\$'000	\$'000	\$'000
Trade receivables from contracts with customers	936	936	614	614
Accrued income	109	109	60	60
Less: Allowance for expected credit losses*	-	-	-	-
Prepayments	284	284	111	111
GST receivable	958	958	1,080	1,080
	2,287	2,287	1,865	1,865

	2023	2023	2022	2022
	\$'000	\$'000	\$'000	\$'000
*Movement in the allowance for expected credit losses				
Balance at the beginning of the year	-	-	-	-
Amounts written off during the year	(4)	(4)	(2)	(2)
Amounts recovered during the year	-	-	-	-
Increase/(decrease) in allowance recognised in net result	4	4	2	2
Balance at the end of the year	-	-	-	-

Details regarding credit risk of trade receivables that are neither past due nor impaired, are disclosed in Note 23.

Recognition and Measurement

Multicultural NSW recognises a financial asset or a financial liability when, and only when, it becomes a party to the contractual provisions of the instrument. To determine when the agency becomes a party to the contractual provisions, Multicultural NSW considers:

- Whether Multicultural NSW has a legal right to receive cash (financial asset) or a legal obligation to pay cash (financial liability); or
- Whether at least one of the parties has performed under the agreement

All ‘regular way’ purchases or sales of financial assets are recognised and derecognised on a trade date basis. Regular way purchases or sales are purchases or sales of financial assets that require delivery of assets within the time frame established by regulation or convention in the marketplace.

Receivables are initially recognised at fair value plus any directly attributable transaction costs. Trade receivables that do not contain a significant financing component are measured at the transaction price.

Subsequent measurement

Multicultural NSW holds receivables with the objective to collect the contractual cash flows and therefore measures them at amortised cost using the effective interest method, less any impairment. Changes are recognised in the net result for the year when impaired, derecognised or through the amortisation process.

Impairment

Multicultural NSW recognises an allowance for expected credit losses (ECLs) for all debt financial assets not held at fair value through profit or loss. ECLs are based on the difference between the contractual cash flows and the cash flows that Multicultural NSW expects to receive, discounted at the original effective interest rate.

For trade receivables, Multicultural NSW applies a simplified approach in calculating ECLs. Multicultural NSW recognises a loss allowance based on lifetime ECLs at each reporting date. Multicultural NSW has established a provision matrix based on its historical credit loss experience for trade receivables, adjusted for forward-looking factors specific to the receivable.

Notes to the Financial Statements
for the year ended 30 June 2023

8. Property, plant and equipment

	Land and Buildings (Leasehold Improvements \$'000	Plant and Equipment \$'000	Total \$'000
At 1 July 2021			
Gross carrying amount	1,799	490	2,289
Accumulated depreciation and impairment	(1,767)	(283)	(2,050)
Net carrying amount	32	207	239
Year ended 30 June 2022			
Net carrying amount at beginning of year	32	207	239
Additions	243	224	467
Disposals - Cost (gross carrying amount)	(1,799)	(1)	(1,800)
Disposals - Accumulated depreciation	1,799	1	1,800
Depreciation expense	(68)	(54)	(122)
Net carrying amount at end of year	207	377	584
At 1 July 2022			
Gross carrying amount	243	713	956
Accumulated depreciation and impairment	(36)	(336)	(372)
Net carrying amount	207	377	584
Year ended 30 June 2023			
Net carrying amount at beginning of year	207	377	584
Additions	73	147	220
Disposals - Cost (gross carrying amount)	-	(129)	(129)
Disposals - Accumulated depreciation	-	119	119
Depreciation expense	(49)	(103)	(152)
Net carrying amount at end of year	231	411	642
At 30 June 2023			
Gross carrying amount	316	731	1,047
Accumulated depreciation and impairment	(85)	(320)	(405)
Net carrying amount	231	411	642

Recognition and Measurement

Acquisition of property,
plant and equipment

Property, plant and equipment are initially measured at cost and subsequently revalued at fair value less accumulated depreciation and impairment. Cost is the amount of cash or cash equivalents paid or the fair value of the other consideration given to acquire the asset at the time of its acquisition or construction or, where applicable, the amount attributed to that asset when initially recognised in accordance with the requirements of other Australian Accounting Standards.

Where payment for an asset is deferred beyond normal credit terms, its cost is the cash price equivalent; i.e. deferred payment amount is effectively discounted over the period of credit.

Assets acquired at no cost, or for nominal consideration, are initially recognised at their fair value at the date of acquisition.

Multicultural NSW has only non-specialised assets with short useful lives, hence normal revaluations are not required. Non-specialised assets with short useful lives are measured at depreciated historical cost, which for these assets approximates fair value. Multicultural NSW has assessed that any difference between fair value and depreciated historical cost is unlikely to be material.

The residual values, useful lives and methods of depreciation of property, plant and equipment are reviewed at each financial year end.

Capitalisation thresholds

Property, plant and equipment and intangible assets costing \$1,000 and above individually (or forming part of a network costing more than \$1,000) are capitalised.

Major inspection costs

When a major inspection is performed, its cost is recognised in the carrying amount of the plant and equipment as a replacement if the recognition criteria are satisfied.

Restoration costs

The present value of the expected cost for the restoration or cost of dismantling of an asset after its use is included in the cost of the respective asset if the recognition criteria for a provision are met.

Depreciation of property,
plant and equipment

Depreciation is provided for on a straight-line basis so as to write off the depreciable amount of each asset as it is consumed over its useful life to Multicultural NSW.

All material identifiable components of assets are depreciated separately over their useful lives.

Description	Estimated Useful Life
Property, Plant & Equipment	5 years
Computer Hardware	4 years
Furniture & Fittings	5 years
Land & Buildings (Leasehold Improvements)	Term of lease

Right-of-Use Assets acquired by lessees

Multicultural NSW has elected to present right-of-use assets separately in the Statement of Financial Position. Further information on leases is contained at Note 9.

Impairment of property,
plant and equipment

As a not-for-profit entity with no cash-generating units, impairment under AASB 136 Impairment of Assets is unlikely to arise. Since property, plant and equipment is carried at fair value or an amount that approximates fair value, impairment can only arise in rare circumstances such as where the costs of disposal are material.

Multicultural NSW assesses, at each reporting date, whether there is an indication that an asset may be impaired.

If any indication exists, or when annual impairment testing for an asset is required, Multicultural NSW estimates the recoverable amount. When the carrying amount of an asset exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount.

Notes to the Financial Statements
for the year ended 30 June 2023

9. Leases

Entity as a lessee

Multicultural NSW is contractually bound by an operating lease in relation to data centre storage facilities at Silverwater as at the end of the reporting period.

Lease terms are negotiated on an individual basis and contain a wide range of different terms and conditions. The lease agreements do not impose any covenants, but leased assets may not be used as security for borrowing purposes. Multicultural NSW does not provide residual value guarantees in relation to leases.

Termination options are included in the property lease. These terms are used to maximise operational flexibility in terms of managing contracts. The termination options held are exercisable only by Multicultural NSW and not by the respective lessor.

In determining the lease term, management considers all facts and circumstances that create an economic incentive to exercise a termination option.

AASB 16 *Leases* (AASB 16) requires a lessee to recognise a right-of-use asset and a corresponding lease liability for most leases.

Multicultural NSW has elected to recognise payments for short-term leases and low value leases as expenses on a straight-line basis, instead of recognising a right-of-use asset and lease liability. Short-term leases are leases with a lease term of 12 months or less. Low value assets are assets with a fair value of \$10,000 or less when new.

During financial year ended 30 June 2022, Multicultural NSW accepted changes in its office accommodation arrangements with Property NSW (PNSW). The main change was the introduction of the “substitution right” clause, that gave PNSW a right to relocate Multicultural NSW during the term of the agreement. The clause provided PNSW with a substantive substitution right. Therefore, these agreements were not accounted for as a lease within the scope of AASB 16. As such, the office accommodation agreement with PNSW was no longer accounted for as a lease from 30 June 2022.

This involved judgment that the “substitution right” clause in the agreement provided PNSW with a substantive substitution right. Management judgments included an assessment that PNSW could obtain benefits from exercising the substitution right through efficiencies in office accommodation at the whole-of-government level and/or its other service objectives. It was also considered practical for PNSW to exercise the substitution right, due to the non-specialised nature of the relevant office accommodation.

The corresponding right of use assets and lease liabilities were derecognised on 30 June 2022, the effective date of the new clauses. The net impact of the derecognition was recognised in “Other Gains/ (Losses)” (refer to Note 5). From 1 July 2022, the accommodation charges are recognised as expenses when incurred over the agreement duration.

Multicultural NSW continues to be responsible to make good at the end of the remaining occupancy period. Therefore, Multicultural NSW’s accounting treatment for its make-good asset and provision in relation to its office accommodation remains unchanged.

Right-of-use assets under leases

The following table presents right-of use assets that do not meet the definition of investment property.

	Land and Buildings (Property NSW) \$'000	Land and Buildings (Department of Customer Service) \$'000	Total \$'000
Balance at 1 July 2022	-	158	158
Depreciation expense	-	(26)	(26)
Balance at 30 June 2023	-	132	132
Balance at 1 July 2021	914	51	965
Additions	2,781	177	2,958
Depreciation expense	(594)	(26)	(620)
Derecognition of right-of-use asset	(3,101)	(44)	(3,145)
Balance at 30 June 2022	-	158	158

Lease Liabilities

The following table presents liabilities under leases.

	Land and Buildings (Property NSW) \$'000	Land and Buildings (Department of Customer Service) \$'000	Total \$'000
Balance at 1 July 2022	-	161	161
Interest expenses	-	3	3
Payments	-	(26)	(26)
Balance at 30 June 2023	-	138	138
Balance at 1 July 2021	1,321	54	1,375
Additions	2,781	179	2,960
Derecognition of lease liabilities	(3,669)	(48)	(3,717)
Interest expenses	37	1	38
Payments	(470)	(25)	(495)
Balance at 30 June 2022	-	161	161

Notes to the Financial Statements for the year ended 30 June 2023

The following amounts were recognised in the Statement of Comprehensive Income during the period in respect of leases where Multicultural NSW is the lessee:

	2023 \$'000	2022 \$'000
Depreciation expense of right-of-use assets	26	620
Interest expense on lease liabilities	3	38
(Gains)/losses arising from derecognising right-of-use assets and lease liabilities with Property NSW	-	(568)
Total amount recognised in the Statement of Comprehensive Income	29	90

Multicultural NSW had total cash outflows for leases of \$26k in 2022-23 (2021-22: \$495k).

Recognition and measurement

Multicultural NSW assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

Multicultural NSW recognises lease liabilities to make lease payments and right-of-use assets representing the right to use the underlying assets, except for short-term leases and leases of low-value assets.

(i) Right-of-use assets

Multicultural NSW recognises right-of-use assets at the commencement date of the lease (i.e. the date the underlying asset is available for use). Right-of-use assets are initially measured at the amount of initial measurement of the lease liability (refer ii below), adjusted by any lease payments made at or before the commencement date and lease incentives, any initial direct costs incurred, and estimated costs of dismantling and removing the asset or restoring the site.

The right-of-use assets are subsequently measured at cost. They are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets.

If ownership of the leased asset transfers to Multicultural NSW at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset.

The right-of-use assets are also subject to impairment. Multicultural NSW assesses, at each reporting date, whether there is an indication that an asset may be impaired. If any indication exists, or when annual impairment testing for an asset is required, Multicultural NSW estimates the asset's recoverable amount. When the carrying amount of an asset exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount. After an impairment loss has been recognised, it is reversed only if there has been a change in the assumptions used to determine the asset's recoverable amount. The reversal is limited so that the carrying amount of the asset does not exceed its recoverable amount, nor exceed the carrying amount that would have been determined, net of depreciation, had no impairment loss been recognised for the asset in prior years. Such reversal is recognised in the net result.

(ii) Lease liabilities

At the commencement date of the lease, Multicultural NSW recognises lease liabilities measured at the present value of lease payments to be made over the lease term. Lease payments include:

- fixed payments (including in substance fixed payments) less any lease incentives receivable;
- variable lease payments that depend on an index or a rate;
- amounts expected to be paid under residual value guarantees;
- exercise price of a purchase option which is reasonably certain to be exercised by Multicultural NSW; and
- payments of penalties for terminating the lease, if the lease term reflects Multicultural NSW exercising the option to terminate.

Variable lease payments that do not depend on an index or a rate are recognised as expenses (unless they are incurred to produce inventories) in the period in which the event or condition that triggers the payment occurs.

The lease payments are discounted using the interest rate implicit in the lease. If that rate cannot be readily determined, which is generally the case for the entity's leases, the lessee's incremental borrowing rate is used, being the rate that the entity would have to pay to borrow the funds necessary to obtain an asset of similar value to the right-of-use asset in a similar economic environment with similar terms, security and conditions.

After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the lease payments (e.g., changes to future payments resulting from a change in an index or rate used to determine such lease payments) or a change in the assessment of an option to purchase the underlying asset.

Multicultural NSW's lease liabilities are included in borrowings.

(iii) Short-term leases and leases of low-value assets

Multicultural NSW applies the short-term lease recognition exemption to its short-term leases of machinery and equipment (i.e., those leases that have a lease term of 12 months or less from the commencement date and do not contain a purchase option). It also applies the lease of low-value assets recognition exemption to leases of office equipment that are considered to be low value. Lease payments on short-term leases and leases of low value assets are recognised as expense on a straight-line basis over the lease term.

(iv) Leases that have significantly below-market terms and conditions principally to enable the entity to further its objectives

The initial and subsequent measurement of right-of-use assets under leases at significantly below-market terms and conditions that are entered into principally to enable Multicultural NSW to further its objectives is the same as normal right-of-use assets. They are measured at cost, subject to impairment.

Notes to the Financial Statements
for the year ended 30 June 2023

10. Intangible assets

	Software \$'000	Total \$'000
At 1 July 2021		
Cost (gross carrying amount)	1,946	1,946
Accumulated amortisation and impairment	(1,051)	(1,051)
Net carrying amount	895	895
Year ended 30 June 2022		
Net carrying amount at beginning of year	895	895
Additions	220	220
Disposals - Cost (gross carrying amount)	(494)	(494)
Disposals - Accumulated amortisation	421	421
Amortisation (recognised in 'depreciation and amortisation')	(691)	(691)
Net carrying amount at end of year	351	351
At 1 July 2022		
Cost (gross carrying amount)	1,672	1,672
Accumulated amortisation and impairment	(1,321)	(1,321)
Net carrying amount	351	351
Year ended 30 June 2023		
Net carrying amount at beginning of year	351	351
Additions	413	413
Disposals - Cost (gross carrying amount)	(22)	(22)
Disposals - Accumulated amortisation	17	17
Amortisation (recognised in 'depreciation and amortisation')	(140)	(140)
Net carrying amount at end of year	619	619
At 30 June 2023		
Cost (gross carrying amount)	2,063	2,063
Accumulated amortisation and impairment	(1,444)	(1,444)
Net carrying amount	619	619

Recognition and measurement

Multicultural NSW recognises intangible assets only if it is probable that future economic benefits will flow to Multicultural NSW and the cost of the asset can be measured reliably. Intangible assets are measured initially at cost. Where an asset is acquired at no or nominal cost, the cost is its fair value as at the date of acquisition. Following initial recognition, intangible assets are subsequently measured at fair value only if there is an active market. As there is no active market for Multicultural NSW's intangible assets, the assets are carried at cost less any accumulated amortisation and impairment losses.

All research costs are expensed. Development costs are only capitalised when certain criteria are met.

The useful lives of intangible assets are assessed to be finite.

Multicultural NSW's intangible software assets are amortised using the straight-line method over a period of three years.

The amortisation period and the amortisation method for an intangible asset with a finite useful life are reviewed at least at the end of each reporting period.

Intangible assets are tested for impairment where an indicator of impairment exists. If the recoverable amount is less than its carrying amount, the carrying amount is reduced to recoverable amount and the reduction is recognised as an impairment loss.

Joint Operations

A joint operator shall recognise in relation to its interest in a joint operation:

- a) its assets, including its share of any assets held jointly;
- b) its liabilities, including its share of any liabilities incurred jointly;
- c) its revenue from the sale of its share of the output arising from the joint operation;
- d) its share of the revenue from the sale of the output by the joint operation; and
- e) its expenses, including its share of any expenses incurred jointly.

Multicultural NSW has a 33.3% interest in the Australian Cultural Competence Program with SBS and International Education Services Ltd (IES). The Program was set up to establish a collaborative arrangement which promotes social cohesion through training individuals and organisations in cultural competence. Multicultural NSW has recognised its share of the assets held and liabilities incurred jointly with the other joint operators to a joint arrangement. Contributions to the joint operation are treated as transactions with the other parties to the joint operation. Assets and liabilities arising are recognised within their respective line items in the Statement of Financial Position. Multicultural NSW has disposed of its associated intangible asset.

Notes to the Financial Statements
for the year ended 30 June 2023

11. Current Liabilities – Payables

	Parent	Consolidated	Parent	Consolidated
	2023	2023	2022	2022
	\$'000	\$'000	\$'000	\$'000
Personnel Services	98	-	66	-
Creditors - Payroll	529	529	500	500
FBT Payable	-	1	-	2
Other Accruals	901	901	367	367
Accrued Payroll Tax	-	97	-	64
Accrued Grants	3,845	3,845	1,098	1,098
Total current liabilities - payables	5,373	5,373	2,031	2,031

Details regarding liquidity risk, including a maturity analysis of the above payables are disclosed in Note 23.

Recognition and measurement

Payables represent liabilities for goods and services provided to Multicultural NSW and other amounts. Short-term payables with no stated interest rate are measured at the original invoice amount where the effect of discounting is immaterial.

Payables are financial liabilities at amortised cost, initially measured at fair value, net of directly attributable transaction costs. These are subsequently measured at amortised cost using the effective interest method. Gains and losses are recognised in the net result when the liabilities are derecognised as well as through the amortisation process.

12. Current contract liabilities

	Parent	Consolidated	Parent	Consolidated
	2023	2023	2022	2022
	\$'000	\$'000	\$'000	\$'000
Contract liabilities	3,461	3,461	3,959	3,959
Total current contract liabilities	3,461	3,461	3,959	3,959

Recognition and measurement

Contract liabilities relate to consideration received in advance from customers and when the associated performance obligations are satisfied, Multicultural NSW recognises a decrease in the balance of its contract liabilities.

The contract liability balance has increased significantly during the year due to a number of new contracts being entered into with outstanding performance obligations as at the end of the reporting period.

	2023	2023	2022	2022
	\$'000	\$'000	\$'000	\$'000
Revenue recognised that was included in the contract liability balance at the beginning of the year	1,370	1,370	398	398
Transaction price allocated to the remaining performance obligations from contracts with customers	3,461	3,461	3,959	3,959

The transaction price allocated to the remaining performance obligations is expected to be recognised as revenue by the end of the 2023–24 financial year.

13. Current Liabilities – Borrowings

	Parent	Consolidated	Parent	Consolidated
	2023	2023	2022	2022
	\$'000	\$'000	\$'000	\$'000
Lease Liabilities	24	24	23	23
Total current liabilities - borrowings	24	24	23	23

Notes to the Financial Statements for the year ended 30 June 2023

14. Non-Current Liabilities – Borrowings

	Parent	Consolidated	Parent	Consolidated
	2023	2023	2022	2022
	\$'000	\$'000	\$'000	\$'000
Lease Liabilities	114	114	138	138
Total non-current liabilities - borrowings	114	114	138	138

Details regarding liquidity risk, including a maturity analysis of the above payables are disclosed in Note 23.

Recognition and Measurement

Financial liabilities at amortised cost

Borrowings classified as financial liabilities at amortised cost are initially measured at fair value, net of directly attributable transaction costs. These are subsequently measured at amortised cost using the effective interest method. Gains and losses are recognised in net result when the liabilities are derecognised as well as through the amortisation process.

Changes in liabilities arising from financing activities

	Leases	Total liabilities from
	\$'000	financing activities
	\$'000	\$'000
Carrying amount at 1 July 2021	1,375	1,375
Cash flows	(495)	(495)
New leases	2,960	2,960
Derecognition of leases	(3,717)	(3,717)
Interest expense	38	38
Carrying amount at 30 June 2022	161	161
Carrying amount at 1 July 2022	161	161
Cash flows	(26)	(26)
Interest expense	3	3
Carrying amount at 30 June 2023	138	138

15. Current Liabilities – Provisions

	Parent	Consolidated	Parent	Consolidated
	2023	2023	2022	2022
	\$'000	\$'000	\$'000	\$'000
Employee benefits and related on-costs				
Annual leave	-	975	-	793
Annual leave on-costs - payroll tax	-	46	-	38
Annual leave on-costs - other	-	109	-	88
Long service leave on-costs - payroll tax	-	147	-	143
Long service leave on-costs - other	-	275	-	268
Other - Personnel Services	1,552	-	1,330	-
Total Provisions	1,552	1,552	1,330	1,330

The following table shows a breakdown of the Provisions disclosed above, split into the period of time the benefits are expected to be settled:

	2023	2023	2022	2022
	\$'000	\$'000	\$'000	\$'000
Within 12 months	1,031	1,031	775	775
Later than 12 months	521	521	555	555
Total	1,552	1,552	1,330	1,330

Notes to the Financial Statements
for the year ended 30 June 2023

16. Non-Current Liabilities – Provisions

	Parent	Consolidated	Parent	Consolidated
	2023	2023	2022	2022
	\$'000	\$'000	\$'000	\$'000
Employee benefits and related on-costs				
Long service leave on-costs - payroll tax	-	15	-	14
Long service leave on-costs - other	-	27	-	27
Personnel Services	42	-	41	-
	42	42	41	41
Other Provisions				
Restoration costs	316	316	243	243
	316	316	243	243
Total Provisions	358	358	284	284
Aggregate employee benefits and related on-costs				
Provisions - current	-	1,552	-	1,330
Provisions - non-current	-	42	-	41
	-	1,594	-	1,371

The provision for restoration costs arises from Multicultural NSW's property lease agreement.

Movements in provisions (other than employee benefits).

Movements in each class of provision during the financial year, other than employee benefits, are set out below:

	2023 \$'000
Carrying amount at 1 July 2022	243
Additional provisions recognised	73
Amounts used	-
Unused amounts reversed	-
Unwinding/change in the discount rate	-
Carrying amount at 30 June 2023	316

Recognition and Measurement

Employee benefits and related on-costs

Salaries and wages, annual leave
and sick leave

Salaries and wages (including non-monetary benefits) and paid sick leave that are expected to be settled wholly within 12 months after the end of the period in which the employees render the service are recognised and measured at the undiscounted amounts of the benefits.

Annual leave is not expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related service. As such, it is required to be measured at present value in accordance with AASB 119 Employee Benefits (although short-cut methods are permitted).

Actuarial advice obtained by Treasury has confirmed that using the nominal annual leave balance plus the annual leave entitlements accrued while taking annual leave (calculated using 8.4% of the nominal value of annual leave) can be used to approximate the present value of the annual leave liability. Multicultural NSW has assessed the actuarial advice based on Multicultural NSW's circumstances and has determined that the effect of discounting is immaterial to annual leave. All annual leave is classified as a current liability even where Multicultural NSW does not expect to settle the liability within 12 months as Multicultural NSW does not have an unconditional right to defer settlement.

Unused non-vesting sick leave does not give rise to a liability as it is not considered probable that sick leave taken in the future will be greater than the benefits accrued in the future.

Long service leave and superannuation

Multicultural NSW's liabilities for long service leave and defined benefit superannuation are assumed by the Crown Entity. Multicultural NSW accounts for the liability as having been extinguished, resulting in the amount assumed being shown as part of the non-monetary revenue item described as 'Acceptance by the Crown Entity of employee benefits and other liabilities'.

Long service leave is measured at the present value of expected future payments to be made in respect of services provided up to the reporting date. Consideration is given to certain factors based on actuarial review, including expected future wage and salary levels, experience of employee departures, and periods of service.

Expected future payments are discounted using Commonwealth government bond rate at the reporting date.

The superannuation expense for the financial year is determined by using the formulae specified in the Treasurer's directions. The expense for certain superannuation schemes (i.e. Basic Benefit and First State Super) is calculated as a percentage of the employees' salary. For other superannuation schemes (i.e. State Superannuation Scheme and State Authorities Superannuation Scheme), the expense is calculated as a multiple of the employees' superannuation contributions.

Consequential on-costs

Consequential costs to employment are recognised as liabilities and expenses where the employee benefits to which they relate have been recognised. This includes outstanding amounts of payroll tax, workers' compensation insurance premiums and fringe benefits tax.

Other provisions

Provisions are recognised when: Multicultural NSW has a present legal or constructive obligation as a result of a past event; it is probable that an outflow of resources will be required to settle the obligation; and a reliable estimate can be made of the amount of the obligation. The expense relating to a provision is presented net of any reimbursement in the Statement of Comprehensive Income.

Notes to the Financial Statements
for the year ended 30 June 2023

17. Equity

Accumulated Funds

The category ‘Accumulated Funds’ includes all current and prior period retained funds.

18. Commitments

Capital Commitments

Multicultural NSW had no capital commitments as at the end of the reporting period (2022: Nil).

19. Contingent liabilities
and contingent assets

Contingent Liabilities

Multicultural NSW had no contingent liabilities as at the end of the reporting period (2022: Nil).

Contingent Assets

Multicultural NSW had no contingent assets as at the end of the reporting period (2022: Nil).

20. Budget review

The budgeted amounts are drawn from the original budgeted financial statements presented to Parliament in respect of the reporting period. Subsequent amendments to the original budget (e.g. adjustment for transfer of functions between entities as a result of Administrative Arrangements Orders) are not reflected in the budgeted amounts. Major variances between the original budgeted amounts and the actual amounts disclosed in the financial statements are explained below.

Net result

Multicultural NSW’s actual net result is a surplus of \$1.655m, a variance of \$42k to the budgeted surplus position of \$1.613m. This result is a product of total expenses of \$57.463m being lower than the budget of \$68.602m by \$11.139m, revenue of \$59.133m being lower than the budget of \$70.215m by \$11.082m and other unbudgeted net losses of \$15k.

The main driver for the total expenses position relates to Grants and Subsidies expenses being lower than the budget by \$11.240m. This position is primarily attributable to expenditure associated with multicultural aged care facilities being delayed as a result of contractual milestones not being completed.

The main driver for the total revenue position relates to Grants and Other Contributions revenue being lower than the budget by \$9.961m. This position is primarily attributable to the lower level of funding required to be incurred on Grants and Subsidies related expenditure.

Assets and Liabilities

The net assets position of Multicultural NSW stands at \$1.980m, a variance of \$263k to the budgeted surplus position of \$1.717m.

The net asset result is driven by:

- total liabilities being \$4.521m higher than the budget of \$6.361m which is mainly attributable to a higher than anticipated level of contract liabilities and grants related expenditure accruals being recognised as at the end of the reporting period; and
- total assets being \$4.784m higher than the budget of \$8.078m which is mainly attributable to excess cash being held to pay for anticipated grants related expenditure which were recognised as accruals as at the end of the reporting period.

Cash flows

Net cash inflows from operating activities are higher than budget by \$2.671m mainly due to:

- Grants and Subsidies payments being lower than the budget primarily due to expenditure associated with multicultural aged care facilities being delayed as a result of contractual milestones not being completed;
- Employee related expenditure being lower than anticipated;
- Other receipts being higher than anticipated; and is partially offset by:
- Grants and other contributions receipts being lower than the budget due to the lower level of funding required to be incurred on Grants and Subsidies expenditure.

Net cash outflows from investing activities are \$633k which is lower than the budget of \$2.027m by \$1.394m and is primarily attributable to lower than anticipated purchases of intangible assets.

Unbudgeted net cash outflows from financing activities are \$23k.

Closing cash and cash equivalents of \$9.182m are \$7.615m higher than the budget of \$1.567m.

Notes to the Financial Statements
for the year ended 30 June 2023

21. Reconciliation of Net Cash Flows from
Operating Activities to Net Result

Reconciliation of net cash flows from operating activities to the net result as reported in the Statement of Comprehensive Income is as follows:

	Parent	Consolidated	Parent	Consolidated
	2023	2023	2022	2022
	\$'000	\$'000	\$'000	\$'000
Net cash used on operating activities	4,706	4,706	4,492	4,492
Depreciation and amortisation expense	(318)	(318)	(1,433)	(1,433)
Net gain/(loss) on disposal of assets	(15)	(15)	(73)	(73)
Net gain/(loss) on derecognition of right-of-use assets and lease liabilities with Property NSW	-	-	568	568
(Increase)/decrease in provisions	(296)	(296)	32	32
Increase/(decrease) in prepayments and other assets	422	422	24	24
(Increase)/decrease in payables	(3,342)	(3,342)	(781)	(781)
(Increase)/decrease in contract liabilities	498	498	(2,547)	(2,547)
Net result	1,655	1,655	282	282

22. Non-cash financing and investing activities

	Parent	Consolidated	Parent	Consolidated
	2023	2023	2022	2022
	\$'000	\$'000	\$'000	\$'000
Employee benefits assumed by the Crown	-	285	-	(555)
Liability assumed by the Crown	-	285	-	(555)

23. Financial instruments

Multicultural NSW's principal financial instruments are outlined below. These financial instruments arise directly from Multicultural NSW's operations or are required to finance Multicultural NSW's operations. Multicultural NSW does not enter into or trade financial instruments, including derivative financial instruments, for speculative purposes.

Multicultural NSW's main risks arising from financial instruments are outlined below, together with Multicultural NSW's objectives, policies and processes for measuring and managing risk. Further quantitative and qualitative disclosures are included throughout these financial statements. The disclosures relate to both the Economic entity and the Parent entity.

The Chief Executive Officer has overall responsibility for the establishment and oversight of risk management and reviews and agrees policies for managing each of these risks. Risk management policies are established to identify and analyse the risks faced by Multicultural NSW, to set risk limits and controls and to monitor risks. Compliance with risk management policies is reviewed each quarter by the Audit and Risk Committee.

(a) Financial instruments categories

			Carrying Amount	Carrying Amount
Class	Note	Category	2023	2022
			\$'000	\$'000
Financial Assets				
Cash and cash equivalents	6	Amortised cost	9,182	5,132
Receivables¹	7	Amortised cost	1,045	674

Financial Liabilities				
Payables ²	11	Financial liabilities measured at amortised cost	5,275	1,965
Borrowings	13 & 14	Financial liabilities measured at amortised cost	138	161

Notes

- 1. Excludes statutory receivables and prepayments (i.e. Not within the scope of AASB 7).
- 2. Excludes statutory payables and unearned revenue (i.e. Not within the scope of AASB 7).

Multicultural NSW determines the classification of its financial assets and liabilities after initial recognition and, when allowed and appropriate, re-evaluates this at each financial year end.

Notes to the Financial Statements
for the year ended 30 June 2023

b) Derecognition of financial assets
and financial liabilities

A financial asset (or, where applicable, a part of a financial asset or part of a group of similar financial assets) is derecognised when the contractual rights to the cash flows from the financial assets expire; or if Multicultural NSW transfers its rights to receive cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third party under a ‘pass-through’ arrangement; and either:

Multicultural NSW has transferred substantially all the risks and rewards of the asset; or

Multicultural NSW has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control.

When Multicultural NSW has transferred its rights to receive cash flows from an asset or has entered into a passthrough arrangement, it evaluates if, and to what extent, it has retained the risks and rewards of ownership. Where Multicultural NSW has neither transferred nor retained substantially all the risks and rewards or transferred control, the asset continues to be recognised to the extent of the Multicultural NSW’s continuing involvement in the asset. In that case, Multicultural NSW also recognises an associated liability. The transferred asset and the associated liability are measured on a basis that reflects the rights and obligations that Multicultural NSW has retained.

A financial liability is derecognised when the obligation specified in the contract is discharged or cancelled or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as the derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised in the net result.

(c) Offsetting financial instruments

Financial assets and financial liabilities are offset and the net amount is reported in the Statement of Financial Position if there is a currently enforceable legal right to offset the recognised amounts and there is an intention to settle on a net basis, or to realise the assets and settle the liabilities simultaneously.

(d) Financial risks

(i) Credit risk

Credit risk arises when there is the possibility of Multicultural NSW’s debtors defaulting on their contractual obligations, resulting in a financial loss to Multicultural NSW. The maximum exposure to credit risk is generally represented by the carrying amount of the financial assets (net of any allowance for credit losses or allowance for impairment).

Credit risk arises from the financial assets of Multicultural NSW, including cash and receivables. No collateral is held by Multicultural NSW. Multicultural NSW has not granted any financial guarantees.

Credit risk associated with Multicultural NSW’s financial assets, other than receivables, is managed through the selection of counterparties and establishment of minimum credit rating standards.

Multicultural NSW generally considers a financial asset to be in default when contractual payments are 90 days past due. However, in certain cases, Multicultural NSW may also consider a financial asset to be in default when internal or external information indicates that Multicultural NSW is unlikely to receive the outstanding contractual amounts in full before taking into account any credit enhancements held by Multicultural NSW.

Cash and cash equivalents

Cash comprises cash on hand and bank balances within the NSW Treasury Banking System.

Accounting policy for impairment of trade
debtors and other financial assets

Receivables - trade receivables

Collectability of trade receivables is reviewed on an ongoing basis. Procedures as established in the Treasurer’s directions are followed to recover outstanding amounts.

Multicultural NSW applies the AASB 9 simplified approach to measuring expected credit losses which uses a lifetime expected loss allowance for all trade receivables.

To measure the expected credit losses, trade receivables have been grouped based on shared credit risk characteristics and the days past due.

The expected loss rates are based on historical observed loss rates. The historical loss rates are adjusted to reflect current and forward-looking information on macroeconomic factors affecting the ability of the customers to settle the receivables.

Trade receivables are written off when there is no reasonable expectation of recovery. Indicators that there is no reasonable expectation of recovery include, amongst others, a failure to make contractual payments for a period of greater than 90 days past due.

Multicultural NSW recognised no expected credit losses in 2022-23 (2021-22 – Nil).

Multicultural NSW is not materially exposed to concentrations of credit risk to a single trade debtor or group of debtors as at 30 June 2023 and 30 June 2022. Most of Multicultural NSW’s debtors have a AAA credit rating.

Notes to the Financial Statements
for the year ended 30 June 2023

(ii) Liquidity risk

Liquidity risk is the risk that Multicultural NSW will be unable to meet its payment obligations when they fall due. Multicultural NSW continuously manages risk through monitoring future cash flows and maturities planning to ensure adequate holding of high quality liquid assets. The objective is to maintain a balance between continuity of funding and flexibility through the use of overdrafts, loans and other advances.

Multicultural NSW has no credit standby arrangements at balance date or at any time during the year.

During the current and prior year, there were no defaults of borrowings. No assets have been pledged as collateral. Multicultural NSW’s exposure to liquidity risk is deemed insignificant based on prior periods’ data and current assessment of risk.

Multicultural NSW will receive grants from the Department of Communities and Justice in 2023–24 to fund its approved budgeted operations.

Liabilities are recognised for amounts due to be paid in the future for goods or services received, whether or not invoiced. Amounts owing to suppliers (which are unsecured) are settled in accordance with the policy set out in NSW TC 11/12. For small business suppliers, where terms are not specified, payment is made not later than 30 days from date of receipt of a correctly rendered invoice. For other suppliers, if trade terms are not specified, payment is made no later than the end of the month following the month in which an invoice or a statement is received. For small business suppliers, where payment is not made within the specified time period, simple interest must be paid automatically unless an existing contract specifies otherwise. For payments to other suppliers, the CEO of Multicultural NSW (or a person appointed by the CEO) may automatically pay the supplier simple interest. The rate of interest applied during the year was 11.46% (2022 –8.07%).

The table below summarises the maturity profile of Multicultural NSW’s financial liabilities, together with the interest rate exposure.

Maturity analysis and interest rate exposure of financial liabilities

	Interest rate exposure			Maturity dates		
	Nominal Amount ¹ \$’000	Fixed Interest Rate \$’000	Non-interest bearing \$’000	< 1 yr \$’000	1-5 yrs \$’000	> 5 yrs \$’000
2023						
Payables ²	5,275	-	5,275	5,275	-	-
Borrowings - Lease Liabilities	145	145	-	27	115	3
2022						
Payables ²	1,965	-	1,965	1,965	-	-
Borrowings - Lease Liabilities	171	171	-	26	112	33

Notes:

1. The amounts disclosed are the contractual undiscounted cash flows of each class of financial liabilities based on the earliest date on which Multicultural NSW can be required to pay. These amounts include both interest and principal cashflows and therefore will not reconcile to the amounts disclosed in the Statement of Financial Position.

2. The amounts disclosed here exclude statutory payables and unearned revenue (not within scope of AASB 7).

(iii) Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Multicultural NSW does not hold any interest bearing liabilities. Multicultural NSW has no exposure to foreign currency risk and does not enter into commodity contracts.

Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. Exposure to interest rate risk arises primarily through an entity’s interest bearing liabilities and assets. Multicultural NSW does not hold any interest bearing liabilities or assets. In addition, any associated interest on Treasury Banking System cash balances is withheld from Multicultural NSW and accounted for by NSW Treasury. Therefore, Multicultural NSW has no exposure to interest rate risk.

24. Related Party Disclosures

A related party is a person or entity that is related to the entity that is preparing financial statements. As a general government agency 100% controlled by the NSW Government, Multicultural NSW is a related party of all NSW Government controlled agencies and State Owned Corporations.

(a) Key Management Personnel

In accordance with AASB 124 Related party disclosures, Key Management Personnel are those having authority and responsibility for planning, directing and controlling the activities of the entity including whether executive or otherwise.

The Minister for Multiculturalism, the Secretary of the Department of Communities and Justice and the Chief Executive Officer of Multicultural NSW have been identified as the key management personnel of Multicultural NSW for the year ended 30 June 2023.

Notes to the Financial Statements
for the year ended 30 June 2023

Key management personnel
compensation

Ministers are compensated by NSW Legislature and Multicultural NSW is not obligated to reimburse the legislature. Ministerial compensation has been centrally compiled by Treasury and the Department of Premier and Cabinet and will be disclosed in the total state sector financial statements only and therefore excluded from the table below.

The Secretary is remunerated by the Department of Communities and Justice as the principal department of the cluster and therefore compensation for the Secretary is excluded from the table below.

Multicultural NSW’s key management personnel compensation is as follows:

	2023 \$’000	2022 \$’000
Short-term employee benefits	340	313
Other long-term employee benefits	8	6
Post employment benefits	25	24
Termination benefits	-	-
Total remuneration	373	343

The above compensation disclosures are based on actual payments made to key management personnel during the year.

Key management personnel-related
party information

There were no other related party transactions that occurred during the year with key management personnel or close family members of key management personnel.

(b) Other related party transactions

Multicultural NSW receives grants from the Department of Communities and Justice to fund its operational and capital related activities.

Other government agencies

Multicultural NSW transacts with other government agencies on an arms length basis. The transactions primarily relate to the provision of Language Services such as professional interpreting and translating services.

25. Events after the
reporting period

Since the reporting date, no events have come to light that require the financial statements to be amended.

END OF AUDITED FINANCIAL STATEMENTS

Appendix
Grants
awarded

Appendix – Grants Awarded

Stronger Together
Festivals and Events Grants

Organisation	Amount \$
Aangik Theatre Sydney Incorporated	5,000
AASHA Australia Foundation	5,000
Acts Global Churches Limited	8,530
Advance Diversity Services Limited	7,750
Afghan Association of Hunter Incorporated	5,000
Afghan Fajar Association Incorporated	12,000
African Australian Football Association Incorporated	10,000
African Cup NSW Incorporated	14,000
African Sub-Sahara International Development Agency Limited	10,000
Albury Wodonga Volunteer Resource Bureau Incorporated	5,000
Armenian Community Welfare Centre Limited	9,000
Arya Pratinidhi Sabha of Australia Incorporated	5,000
Assyrian National Council - Australia Incorporated	5,000
Auburn Small Community Organisation Network (ASCON) Incorporated	5,000
Australasian Art and Stageworks Incorporated	9,000
Australia Burma Community Development Network Incorporated	15,000
Australia Chinese Heritage Paper Arts Club Incorporated	12,950
Australia Chinese Heritage Paper Arts Club Incorporated	5,000
Australia Culture and Commerce Association Incorporated	15,000
Australia India Business Council Limited	5,000
Australia International Elite Cultural and Arts Center Incorporated	12,000
Australia Kannada Okkuta Incorporated	10,000
Australia Telugu Samithi Incorporated	5,000
Australian Afghan Hassanian Youth Association Incorporated	5,000
Australian Arab Cultural Forum Incorporated	5,000
Australian Hindi Indian Association Incorporated	6,000
Australian Indian Sports Educational and Cultural Society Incorporated	5,000
Australian Korean Association of Sydney and NSW Incorporated	15,000
Australian Lebanese Football Association (ALFA) Limited	5,000
Australian MEFF Consortium Incorporated	15,000
Australian National Imams Council Limited	12,000
Australian Yau Kung Mun Chinese Martial Arts Association Incorporated	5,000
Balar Malar Tamil School Educational Association	5,000
Bangabandhu Council Australia Incorporated	9,000
Bankstown-Auburn Community Radio Incorporated	5,000
Banyamulenge Community of NSW Incorporated	5,000

Stronger Together
Festivals and Events Grants (continued)

Organisation	Amount \$
Batayan Incorporated	5,000
Belong Blue Mountains Incorporated	5,000
Bhutanese Australian Community Support Group Albury Wodonga Incorporated	5,000
Blacktown Chinese Christian Church Incorporated	7,000
Blacktown Chinese Christian Church Incorporated	7,500
Blue Peony Foundation Limited	5,000
Botswana NSW Association Incorporated	5,000
Branding Bangladesh Incorporated	14,000
Buddha's Light International Association of Australia Incorporated	12,000
Buddha's Light International Association of Australia Incorporated	12,000
Buddha's Light International Association of Australia Incorporated	15,000
Buddha's Light International Association of Australia Incorporated	15,000
Buddha's Light International Association of Australia Incorporated	10,000
Buddha's Light International Association of Australia Incorporated	15,000
Bulgarian Cultural, Social and Patriotic Association Rodina Incorporated	5,000
Burwood Council	7,100
Byron Multicultural Incorporated	5,000
Campbelltown City Council	14,000
Campsie Public School Parents and Citizens Association	5,000
Canterbury Bankstown Council	5,000
CASS Care Limited	15,000
CASS Care Limited	10,000
CCA New South Wales Limited	5,000
Chabad House of the North Shore Limited	5,000
Chabad of the Hunter and Central Coast Limited	5,000
Chinese Language Education Council of NSW Incorporated	5,000
Chinese Wealth Charity Foundation Limited	15,000
Co.As.It.	8,000
Community Migrant Resource Centre Incorporated	15,000
Community Resources Limited	5,000
Connective Indigenous Corporation	9,000
Council of Indian Australians Incorporated	15,000
Counterpoint Community Services Incorporated	9,000
Dhamma Yoga Incorporated	5,000
Dover Heights Shule Incorporated	5,000
Dover Heights Shule Incorporated	5,000

Appendix – Grants Awarded

Stronger Together
Festivals and Events Grants

Organisation	Amount \$
Dragon Boats New South Wales Incorporated	15,000
Dubbo Neighborhood Center Limited	9,000
Egyptian Youth Australia Incorporated	5,000
Emerald Beach Fair Incorporated	15,000
Ethnic Community Services Cooperative Limited	15,000
Fairfield Bulls Soccer Club Incorporated	5,000
Fitness for Purpose Incorporated	5,000
Galaxy Foundation Limited	5,000
Gallipoli Turkish Cultural Foundation Limited	5,000
Gaza Association Australia Incorporated	5,000
George Cross Falcons Community Centre Incorporated	5,000
Global Chinese Christian Unity Federation Incorporated	10,000
Great Lakes Agency for Peace and Development GLAPD Limited	5,000
Great Western Keralites Sydney Incorporated	5,000
Greek Orthodox Community of NSW Limited	5,000
Harman Foundation Limited	5,000
Harman Foundation Limited	5,000
Haymarket Chamber of Commerce Incorporated	10,000
Heartdancers Incorporated	5,000
Heartdancers Incorporated	10,000
Horizon Theatre Company Limited	15,000
House to Grow Limited	5,000
House to Grow Limited	5,000
Hunar Arts and Academia Limited	10,000
Hunter Malayali Samajam (HUMSAM) Incorporated	10,000
Hunter Multicultural Communities Incorporated	15,000
Huyen-Quang Buddhist Temple Association Incorporated	5,000
ICASA Incorporated	5,000
Illawarra Kerala Samajam Incorporated	5,000
India Club Incorporated	5,000
Indian Australian Arts and Cultural Association Incorporated	5,000
Indian Seniors Group Hornsby Incorporated	5,000
Indian Seniors Group Hornsby Incorporated	6,000
Indian Squad Women's Association	5,000
Indian Support Center Incorporated	5,000
Indo-Aust Bal Bharati Vidyalaya-Hindi School Incorporated	4,500

Stronger Together
Festivals and Events Grants (continued)

Organisation	Amount \$
Indonesian Community Council (ICC) New South Wales Incorporated	5,000
Irish National Association of Australasia Incorporated	15,000
Japan Club of Sydney Incorporated	10,000
Jet Australia Foundation Limited	5,000
Jewish House Limited	5,000
Joining Families Care Incorporated	9,000
Joining Families Care Incorporated	9,500
Joining Families Support Services Incorporated	5,000
Joining Families Support Services Incorporated	10,000
Kamban Kazhagam Australia Incorporated	5,000
Kateb Hazara Association Incorporated	5,000
Katoomba Winter Magic Festival Incorporated	7,500
Konkani Association of Australia Incorporated	5,000
Konkani Association of Australia Incorporated	5,000
Korean Community Welfare Associate Incorporated	15,000
Kozziecom Incorporated	15,000
Ku-ring-gai Council	10,000
La Valette Social Centre Incorporated	5,000
Language Festival Association Incorporated	5,000
Leeton Shire Council	5,000
Life Centre International Limited	5,000
Lismore Friendship Festival Incorporated	14,000
Little India Harris Park Business Association Incorporated	5,000
Little India Harris Park Business Association Incorporated	15,000
Little Wings Limited	5,000
Lubavitch Russian Centre Incorporated	5,000
Maltese Community Council of NSW Incorporated	5,000
Mangalorean Catholic Association of Sydney Incorporated	5,000
Melkite Charitable Foundation Incorporated	5,000
Message Community Church Incorporated	11,000
Metro Assist Limited	9,000
Moving Forward Together Association Incorporated	5,000
Mt Druitt Ethnic Communities Agency Incorporated	8,500
Multicultural Communities Council of Illawarra Incorporated	5,000
Multicultural Communities Council of Illawarra Incorporated	5,000
Multicultural Communities Council of Illawarra Incorporated	5,000

Appendix – Grants Awarded

Stronger Together
Festivals and Events Grants

Organisation	Amount \$
Multicultural Council of Griffith Incorporated	14,000
Multicultural Disability Advocacy Association of New South Wales Incorporated	5,000
Multicultural Society of Campbelltown Incorporated	5,000
Multicultural Tamworth Incorporated	10,000
Muslim Collective Incorporated	5,000
Nautanki Theatre Incorporated	5,000
NEST Incorporated	5,000
NEST Incorporated	8,000
New England Family Support Service Incorporated	5,000
New South Wales Chin Woo Athletics Association Incorporated	12,000
New Steel City Strings Incorporated	10,000
Newcastle Muslim Association Incorporated	5,000
Newcastle Muslim Association Incorporated	5,000
North Shore Japanese School Incorporated	2,000
NSW Epping West Chinese School Incorporated	15,000
NSW Federation of Community Language Schools Incorporated	10,000
NSW Indo-China Chinese Association Incorporated	15,000
NSW Service for the Treatment and Rehabilitation of Torture and Trauma Survivors	5,000
Orange City Council	15,000
Oriscon Incorporated	5,000
Oriscon Incorporated	5,000
Our Community Project	5,000
Overflowing Church Incorporated	8,500
Oz-Sino Association for Advancement of Culture and Art Incorporated	15,000
Oz-Sino Association for Advancement of Culture and Art Incorporated	10,000
Pacific Communities Center Incorporated	5,000
Pacific Islands Mt Druitt Action Network Incorporated	5,000
PolArt Sydney 2022 Incorporated	5,000
Police Citizens Youth Clubs NSW Limited	15,000
Police Citizens Youth Clubs NSW Limited	10,000
Polish Association of Newcastle Incorporated	5,000
Port Kembla Chamber of Commerce and Industry Incorporated	10,000
Poth Productions Australia Incorporated	5,000
Powerhouse Youth Theatre Incorporated	5,000
Punjabi School Woolgoolga Incorporated	5,000
Queanbeyan Multilingual Centre Incorporated	5,000

Stronger Together
Festivals and Events Grants (continued)

Organisation	Amount \$
Queanbeyan Multilingual Centre Incorporated	8,500
Radio Skid Row Limited	9,935
Rajasthani Association of NSW Incorporated	5,000
Rajasthani Association of NSW Incorporated	5,000
Refugee Council Of Australia (RCOA)	15,000
Resourceful Australian - Indian Network Incorporated	5,000
Rise- Coffs Harbour Incorporated	5,000
Riverwood Community Centre Limited	5,000
Rotary Club of St Ives Incorporated	8,000
Russian Australian Representative Council Incorporated	5,000
Russian Australian Representative Council Incorporated	5,000
RusTalk Incorporated	5,000
Saint Columban's Mission Property Association	5,000
Saint Mary's Ethiopian Women's Association in Sydney Incorporated	5,000
Saltwater Freshwater Arts Alliance Aboriginal Corporation	15,000
Sandalwood Arts and Entertainments Incorporated	5,000
Scone Neighbourhood Resource Centre Incorporated	5,000
Seena Incorporated	5,000
Seena Incorporated	5,000
Serbian Centre Club Limited	5,000
SEVA International Incorporated	5,000
SHARE Southern Metropolitan Region Incorporated	5,000
Shopfront Arts Co-op Limited	5,000
Shrimad Rajchandra Mission Dharampur (Australia) Limited	5,000
Somali Australian Community Association of NSW (SACA)	5,000
Somali Australian Community Association of NSW (SACA)	5,000
South Asian Australian Association Incorporated	5,000
South Asian Australian Association Incorporated	5,000
South Asian Film Festival of Australia Incorporated	5,000
South Eastern Community Connect Incorporated	10,000
South Eastern Community Connect Incorporated	10,000
Southern Communities Council Incorporated	5,000
Southwest Nepalese Community Sydney Incorporated	5,000
Spanish Community Care Association Incorporated	3,745
Spanish Community Care Association Incorporated	6,670
Sri Durgadevi Devasthanam Sydney Incorporated	5,000

Appendix – Grants Awarded

Stronger Together
Festivals and Events Grants

Organisation	Amount \$
Sri Durgadevi Devasthanam Sydney Incorporated	10,000
Sri Guru Singh Sabah Sydney (The Sikh Association Sydney) Incorporated	5,000
Sri Om Foundation Limited	5,000
St Barbara and St Abbanoufer the Hermit	5,000
St Mary's Assumption Chaldean Catholic Church	5,000
St Merkorious Charity Association Incorporated	5,000
Stonewave Taiko Incorporated	7,350
Subcontinent Friends of Campbelltown Incorporated	5,000
Super Sikhs Sports and Cultural Association Incorporated	5,000
Sydney Bathukamma and Dasara Festival Incorporation	5,000
Sydney Malayalee Association Incorporated	10,000
Sydney Multicultural Community Services Limited	5,000
Sydney Sindhi Association Incorporated	5,000
Sydney Sindhi Association Incorporated	5,000
Sydney Sonata Singers Incorporated	10,000
Sydney St Patrick's Day Organisation Incorporated	15,000
Sydney University Settlement	9,000
Taiwan Film Festival Incorporated	5,000
Tamil Arts and Culture Association Incorporated	5,000
Tamil Arts and Culture Association Incorporated	10,000
Ted Noffs Foundation Limited	5,000
Telugu Association Incorporated	5,000
Temora Shire Council	15,000
Thadam Incorporated	5,000
Thai Town Business and the Thai Community Association Incorporated	5,000
The Australian and New Zealand Diocese of the Russian Orthodox Church Outside of Russia	5,000
The Cedars Of Lebanon Folkloric Group Incorporated	5,000
The Cedars Of Lebanon Folkloric Group Incorporated	5,000
The Greek Orthodox Parish and Community of Burwood and District Saint Nectarios Limited	5,000
The Greek Orthodox Parish and Community of Burwood and District Saint Nectarios Limited	5,000
The Hills Community Aid and Information Service Incorporated	6,800
The Lakes Evangelical Church Incorporated	10,000
The Manning Media Co-operative Limited	10,000
The Miral Australia Incorporated	7,000
The Miral Australia Incorporated	13,000
The Non-Resident Nepali Association Australia Limited	14,000

Stronger Together
Festivals and Events Grants (continued)

Organisation	Amount \$
The NSW Spanish and Latin American Association for Social Assistance Incorporated	5,000
The Third Space, Relieving Poverty and Disadvantage through Participation Limited	5,000
The Tzu-Chi Academy Australia Incorporated	15,000
Tibetan Community of Australia (NSW) Incorporated	5,000
Turbans 4 Australia Incorporated	5,000
Turbans 4 Australia Incorporated	5,000
Ukrainian Council of NSW	10,000
Ukrainian Women's Association Australia Incorporated	5,000
UMA Centre Limited	5,000
UMA Centre Limited	5,000
Umbela Brasil Incorporated	15,000
United Gujaratis of Australia Incorporated	5,000
United Indian Associations Incorporated	10,000
Vasundhara School of Arts Incorporated	5,000
Vasundhara School of Arts Incorporated	5,000
Vietnamese Women's Association in NSW Incorporated	5,000
We Australians Are Creative Incorporated	5,000
Welcome U Association Incorporated	10,000
Western Sydney Football Club Limited - GWS Giants Football Club	5,000
Yazidi Australian Association Incorporated	5,000
Young and District Multicultural Association Incorporated	5,000
Young Artist World Incorporated	15,000

Appendix – Grants Awarded

Stronger Together
Project Grants

Organisation	Amount \$
AASHA Australia Foundation	20,000
ACON Health Limited	20,000
Advance Diversity Services Limited	20,000
AFL NSW/ACT Commission Limited	20,000
African Cup NSW Incorporated	20,000
Albury Wodonga Volunteer Resource Bureau Incorporated	20,000
Aquatic Tutoring Australia Incorporated	20,000
Australian Afghan Hassanian Youth Association Incorporated	20,000
Autism Advisory and Support Service Incorporated	20,000
Blacktown Regional Economic and Employment Development (BREED) Taskforce	20,000
Buddhist Council of NSW Incorporated	20,000
Canterbury Bankstown Chamber of Commerce Incorporated	20,000
Charity Bounce Limited	20,000
City of Liverpool Chamber of Commerce and Industry Incorporated	20,000
Community Migrant Resource Centre Incorporated	20,000
Dress for Success Sydney Incorporated	20,000
Edmund Rice Community Services Limited	20,000
Fairfield City Council	20,000
Good Neighbours Australia Incorporated	20,000
Great Lakes Agency for Peace and Development International GLAPD Limited	20,000
Heartdancers Incorporated	20,000
HelpMe Feed Foundation Limited	30,000
Horizon Theatre Company Limited	20,000
House to Grow Limited	20,000
Hunter Community Legal Centre Incorporated	20,000
Hunter Multicultural Communities Incorporated	20,000
Indian Support Center Incorporated	20,000
Joining Families Support Services Incorporated	20,000
Karitane	20,000
Little Wings Limited	20,000
Macarthur Centre for Sustainable Living Limited	20,000
Macquarie Shores Swimming Club Incorporated	20,000
Manning Valley Neighbourhood Services Incorporated	20,000
Media Diversity Australia Limited	20,000
Mentoring Men Limited	20,000
Metro Assist Limited	20,000

Stronger Together
Project Grants (continued)

Organisation	Amount \$
Moving Forward DFV Case Management Services Incorporated	20,000
Moving Forward Together Association Incorporated	20,000
Mt Druitt Ethnic Communities Agency Incorporated	20,000
Multicultural Communities Council of Illawarra Incorporated	20,000
Multicultural Council of Wagga Wagga Incorporated	20,000
Northern Beaches Multicultural Communities Incorporated	20,000
NSW Service for the Treatment and Rehabilitation of Torture and Trauma Survivors	20,000
Number 8 Prison Project Incorporated	20,000
Police Citizens Youth Clubs NSW Limited	20,000
Police Citizens Youth Clubs NSW Limited	19,000
Police Citizens Youth Clubs NSW Limited	17,286
Police Citizens Youth Clubs NSW Limited	20,000
Refugee Advice and Casework Service (Australia) Incorporated	20,000
Russian Australian Representative Council Incorporated	20,000
Saba Hazara Group Incorporated	20,000
Somali Welfare and Cultural Centre Incorporated	30,000
Southlakes Incorporated	20,000
St Merkorious Charity Association Incorporated	20,000
Sydney Story Factory Incorporated	20,000
The Australian Literacy and Numeracy Foundation Limited	20,000
The Cancer Council NSW	30,000
The Creating Chances Foundation Limited	20,000
The Miral Australia Incorporated	20,000
The Red Room Company Limited	15,000
The Social Outfit Incorporated	20,000
The Third Space, Relieving Poverty and Disadvantage through Participation Limited	20,000
The Water Well Project Limited	20,000
Ukrainian Council of NSW	20,000
Western Sydney Migrant Resource Centre Limited	20,000
Willoughby City Council	20,000
Women of Colour Limited	20,000
Women Up North Housing Incorporated	20,000
WSW Community and Youth Development Club Limited	20,000

Appendix – Grants Awarded

Major Festival Grants

Organisation	Amount \$
Blacktown City Council	250,000
Campbelltown City Council	300,000
Canterbury Bankstown Council	500,000
Cumberland City Council	350,000
Georges River Council	120,000
Inner West Council	68,727
Lake Macquarie City Council	200,000
Liverpool City Council	400,000
Maitland City Council	325,000
Newcastle City Council	200,000
Port Stephens Council	50,000
Shellharbour City Council	200,000
Strathfield Municipal Council	234,000
Willoughby City Council	490,000
Wollongong City Council	312,500

Emergency Relief Grants for Vulnerable Temporary Visa Holders

Organisation	Amount \$
Asylum Seekers Centre	250,000
Australian Red Cross Society	300,000
CCA New South Wales Limited	500,000
Chinese Australian Services Society Limited	350,000
Jesuit Refugee Service Australia Incorporated	120,000
Mt Druitt Ethnic Communities Agency Incorporated	68,727
Prosper (Project Australia) Incorporated	200,000
Queanbeyan Multilingual Centre Incorporated	400,000
Settlement Services International	325,000
St Francis Social Services (House of Welcome)	200,000
The Exodus Foundation	50,000
The Hills Community Aid and Information Service Incorporated	200,000
United Muslim Women Association Incorporated	234,000
Western Sydney Migrant Resource Centre Limited	490,000

COMPACT Grants

Organisation	Amount \$
All Together Now	200,000
Arab Council Australia Incorporated	100,000
B'nai B'rith Courage to Care (NSW) Incorporated	100,000
Catholic Mission	100,000
Curious Works	115,000
Gallipoli Turkish Cultural Foundation Limited	134,637
GyMEA Community Aid and Information Service	159,883
Institute for Economics and Peace Limited	100,000
Islamophobia Register Australia	192,500
Metro Assist Limited	70,000
Mt Druitt Ethnic Communities Agency Incorporated	100,000
Multicultural Communities Council of Illawarra Limited	190,142
Multicultural Youth Affairs Network NSW	100,000
National Rugby League Limited (NRL)	175,000
Northern Settlement Services Limited	100,000
NSW Service for the Treatment and Rehabilitation of Torture and Trauma Survivors	200,000
Police Citizens Youth Clubs NSW Limited	137,040
Queanbeyan Multilingual Centre Incorporated	84,827
Somali Australian Community Association of NSW (SACA)	45,000
Voices of Women Incorporated	50,000
Western Sydney Community Forum Incorporated	167,735
Western Sydney Migrant Resource Centre	173,558
Western Sydney University	153,301
Youth Off The Streets	167,826

Appendix – Grants Awarded

Other Grants

Organisation	Amount \$
Antiochian Orthodox Church Property Trust	2,750,000
Association of Community Language Schools Incorporated	50,000
Assyrian National Council - Australia Inc	20,000
Australian Federation of Ukrainian Organisations	500,000
Children's Festival Organisation Inc	48,000
City of Canada Bay Council	75,000
Filipino Australian Community Association of Eastern Sydney Inc	17,000
Greek Orthodox Community of NSW Ltd	100,000
Hunter Parents and Teachers Association of Community Languages Schools Inc	50,000
Melkite Catholic Eparchy	750,000
NSW Federation of Community Language Schools Incorporated	400,000
NSW Federation of Community Language Schools Incorporated	50,000
Our Lady Aged Care Centre Ltd	1,500,000
Philippine - Australian Sports & Culture Inc	45,000
Philippine Community Council of New South Wales	45,000
Somali Welfare & Cultural Centre Incorporated	40,000
The Lebanese Muslim Association	2,000,000
Ukrainian Council of NSW	30,000
Vietnamese Australian Welfare Association of NSW (VAWA)	18,750

Discretionary Grants

Organisation	Amount \$
African Australian Advocacy Centre Incorporated	5,000.00
Australian Hindi Indian Association Incorporated	2,157.90
Bahayra Youth Association	5,000.00
CanRevive Incorporated	5,000.00
Father Atanasio Gonelli Charitable Fund	5,000.00
GR Senior Dance Group Incorporated	1,000.00
Indian Australian Voice Incorporated	3,000.00
Italian Social Welfare Organisation of Wollongong (ITSOWEL)	5,000.00
Khmer Community of New South Wales Incorporated	10,000.00
Maronites on Mission Australia Limited	5,000.00
Massoud Foundation Australia Limited	3,462.10
Nepalese Australian Association	3,460.00
Nepalese Penshurst Committee Incorporated	3,460.00
Russian Resurrection Incorporated	5,000.00
The Non-Resident Nepali Association Australia Limited	3,460.00
UMA Health Services Limited	35,000.00

Other Grants

Organisation	Amount \$
Assyrian Australian National Federation (AANF)	20,000
Bangabandhu Council Australia	25,000
Canterbury-Bankstown Council	250,000
Children's Festival Organisation Inc	27,000
City of Canada Bay Council	150,000
Filipino Australian Community Association of Eastern Sydney Inc	13,000
Greek Orthodox Community of NSW Ltd	100,000
Philippine - Australian Sports & Culture Inc	90,000
Philippine Community Council of New South Wales	90,000
Somali Welfare and Cultural Centre Inc	20,000
The Hellenic Orthodox Community of Parramatta & Districts	150,000
Vietnamese Community in Australia - NSW Chapter Inc	50,000
NSW Federation of Community Language Schools	50,000
Vietnamese Australian Welfare Association of NSW (VAWA)	18,750
Antiochian Orthodox Church Property Trust	1,250,000
Our Lady Aged Care Centre Ltd	3,000,000
Shanti Subcontinent Retirement Association	250,000
Sri Om Foundation Limited	250,000
St Maurice Age Care Limited	500,000

Discretionary Grants

Organisation	Amount \$
AASHA Australia Foundation Ltd	3,000
Angels of Mercy Welfare Services Inc.	3,000
B'nai B'rith Courage To Care (NSW) Inc	15,000
Nepalese Community of Western Sydney	2,000
NSW Vietnamese Elderly Friendship Association Inc	10,000
Regional Enterprise Development Institute	3,456
Serbian Orthodox Youth Association	7,000
Sikh Youth Australia	3,000
Sydney Cricket Club	15,000
Sydney St Patrick's Day Organisation Inc	15,000
Western Sydney Football Club Limited -GWS Giants Football Club	20,000

If you would like to receive this publication in an accessible format please telephone (02) 8255 6767 or email contact@multicultural.nsw.gov.au

This document is also available in PDF format at multicultural.nsw.gov.au





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