



Multicultural NSW

COMPACT Program and Grants Information 2024-2028





Message from the Minister

New South Wales sets an example for the rest of world as a cohesive multicultural society.

As a multicultural society, we are connected to every part of the world. As digital citizens, we are connected with each other more than ever before. These connections can make us stronger and bring us closer together as a community.

They can also expose us to a world that is increasingly prone to polarisation. Unfortunately, there are extremist elements who seek to threaten our cohesion by inciting fear, hate and division, often along racial or religious lines.

We demonstrate our resilience as a multicultural society when we stand united against these divisive forces. We are resilient when we show compassion for people who are hurting and come together to support each other in times of need.

The world-leading COMPACT Program has proven to build social cohesion and community resilience. But there is more work to do. We need partners and allies who are committed to building safer, more harmonious communities. We need to see young people as the solution and give them the skills and tools they need to forge a better future for all.

The NSW Government is proud to support the next exciting phase of the COMPACT Program. I look forward to seeing the COMPACT Alliance grow as a voice and a force for community harmony in New South Wales.

The Hon Steve Kamper MP
Minister for Multiculturalism

*Communities
standing united
for Australia's
peaceful and
harmonious way
of life.*



THE COMPACT STORY: BUILDING COMMUNITY RESILIENCE IN AN UNCERTAIN WORLD

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

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

COMPACT has since grown to support a state-wide network of community partners and allies who are standing united against hate and safeguarding social cohesion against divisive forces. COMPACT has engaged more than 80,000 young people, inspiring and empowering a new generation of community harmony champions.

COMPACT is a first-of-its-kind program to build social cohesion and community resilience. COMPACT recognises that socially cohesive communities are more resilient communities in the face of adversity and crisis. Whether we are dealing with bushfires, floods, pandemics, overseas conflicts or terrorism, all the evidence shows that more connected communities are more resilient to, and recover more quickly from, all manner of adversity.

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

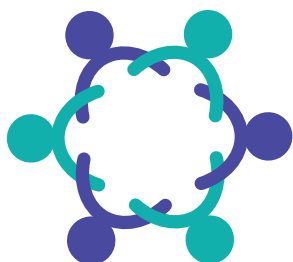
Alternatively, we see the best in people when communities come together across cultural and religious differences to help each other in times of need. These acts of solidarity both draw upon and strengthen our sense of community and social cohesion, and they are our most powerful response to hate and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

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

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

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

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



COMPACT
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Key moments in the **COMPACT** story:

- 2014** The people of New South Wales stand together in solidarity following the Martin Place siege.
- 2015** The COMPACT Program begins with extensive community consultation and a review of international best practice. The first COMPACT grants open one month after the shooting of Curtis Cheng outside the NSW Police Force headquarters.
- 2016** The first COMPACT Partnership Projects commence. The COMPACT Alliance comes together for the first time.
- 2018** COMPACT has engaged 20,000 young people and is independently evaluated as a ‘first-of-its-kind’ program that has made significant progress towards its objectives of building social cohesion and community resilience.
- 2019** The COMPACT Alliance mobilises to support local communities and young people impacted by the devastating terror attack in Christchurch, New Zealand.
- 2020-2021** Bushfires, floods and a one-in-100-year pandemic test our resilience as a community. Racism, online conspiracy theories and anti-government sentiment are on the rise. COMPACT has engaged 50,000 young people to deliver solutions. The COMPACT Alliance expands as a state-wide network supporting communities and young people through challenging times.
- 2022-2023** Global events and overseas conflicts leave their mark. Communities rally to combat racism and religious intolerance. Foreign interference has surpassed terrorism as the primary national security threat and threatens social cohesion. The COMPACT Alliance expands to include more than 80 partner organisations committed to safeguarding social cohesion against hate and division.
- 2024** Continuing violence overseas is felt deeply by local communities. Religious leaders call for interfaith unity after a stabbing in a church leads to rioting. The COMPACT Alliance convenes to tackle the increasing spread of online hate and disinformation. COMPACT has engaged more than 80,000 young people. An independent evaluation finds ‘COMPACT has demonstrated resilience to changes in the community harmony landscape and has withstood challenges to social cohesion brought on by adverse events.’
- 2024+** COMPACT has more work to do. New threats to community harmony are emerging. The lines are becoming blurred between local and global, foreign and domestic, online and offline. Young people are concerned about hate and polarisation and want to do something about it. In an increasingly uncertain world, COMPACT will continue to be a voice and a force for community harmony in New South Wales.

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

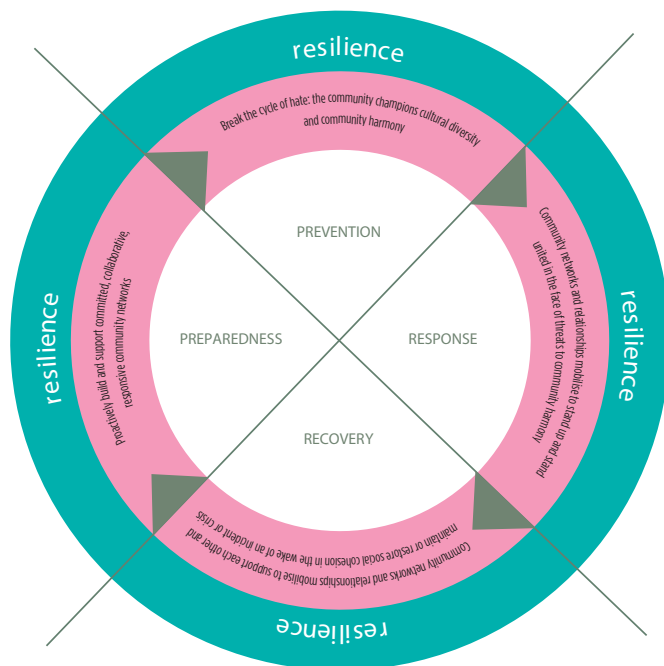
COMPACT is a first-of-its-kind community resilience-building initiative to counter violent extremism. COMPACT recognises that, beyond the threat of violence, extremism threatens social cohesion and community harmony by promoting fear, hate and division in society.

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

This approach applies to a range of threats to community harmony, including extremism, hate, racism, polarisation, disinformation and malign foreign influences. It recognises that threats to community harmony can be heightened during times of crisis and disaster, and that both local and global crises can impact community harmony locally.

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

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



Preparedness

Proactively build and support committed, collaborative, responsive community networks

Prevention

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

Response

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

Recovery

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

COMPACT is a flagship program contributing to the Community Resilience strategic priority under Stronger Together, the Multicultural NSW Strategic Plan 2021-2025:

COMMUNITY RESILIENCE: Expanding robust relationships that inspire people to foster social cohesion, stand united against divisive forces and come together in times of need.

**We stand
united. We – all of
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PROJECT-LEVEL OBJECTIVES: YOUTH-LED SOLUTIONS

- COMPACT looks to young people as part of the solution, not part of the problem, for social cohesion.
- COMPACT aims to inspire and empower young people to stand up and stand united against fear, hate and division as champions for Australia's peaceful and harmonious way of life.
- COMPACT has engaged over 80,000 young people since 2016, inspiring a new generation of community leaders, critical thinkers and champions for community harmony.
- COMPACT supports local solutions-based projects that bring young people together to promote positive behaviours and engage critically, creatively and constructively on local and global issues impacting on social cohesion in New South Wales.
- COMPACT recognises that, whatever may be taking place in the complex world we live in, solutions start at home. It starts with local communities working together, supporting each other, and building on the strengths of our culturally diverse society.

Project-level objectives

Funded COMPACT Partnership Projects will build on the strengths of our diverse society to address one or more of the following objectives:



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



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



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



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

Youth engagement methods

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



Digital citizens: includes methods to engage and empower young people to build safer, more harmonious online communities and to protect each other from online hate and other digital harms.



Peacebuilders & humanitarians: includes effective peacebuilding and conflict resolution methods and volunteering, community service, charity and local and/or international humanitarian work with a clear benefit to local communities.



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



Networkers & influencers: includes methods to create and sustain active, effective networks of youth leaders, allies and influencers, in both online and offline contexts, that can activate against divisive forces and promote community harmony.



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



Thought leaders & changemakers: includes methods to facilitate constructive dialogue and debate, enhance critical thinking and ethical social action, and inspire young people to defend democracy, diversity and human rights.



Team players: includes sports, games and play to engage young people, break down barriers, combat racism, reinforce positive messages, and create support networks, mentoring opportunities and positive role models.

Other innovative youth engagement methods will also be considered. Successful applications in any of these youth engagement methods will clearly demonstrate capacity and competency to engage young people of all genders and from a diverse range of cultural and religious backgrounds.



**Together, we are
standing up and
standing united.**

COMPACT PARTNERSHIP PROJECTS: BUILDING SUCCESSFUL, SUSTAINABLE PARTNERSHIPS

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

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

We support partnerships that bring together grassroots organisations with larger well-established organisations to facilitate capacity building and cross-sector collaboration. We also welcome partnerships that bring local and global partners together to build the capacity of local communities. We especially encourage applications that will secure in-kind resources, expertise and/or matched funding from private sector partners.

Successful applications will demonstrate a track record of collaboration and will ideally bring together two or more partner organisations with different skill sets to support COMPACT objectives.

PARTNERSHIP GRANT FUNDING

The NSW Government through Multicultural NSW is inviting proposals for **COMPACT Partnership Projects valued from \$100,000 to \$200,000 (excl. GST) per year for projects from two to four years. Projects will be delivered from 2024-25 to 2027-28 financial years.**

Successful applicants in this round of COMPACT Partnership Project grants will be of a very high standard, will clearly demonstrate capacity to manage significant projects and deliver outcomes for young people, and will demonstrate a genuine commitment to contributing to the collective efforts of the COMPACT Alliance in building community resilience and social cohesion in New South Wales.



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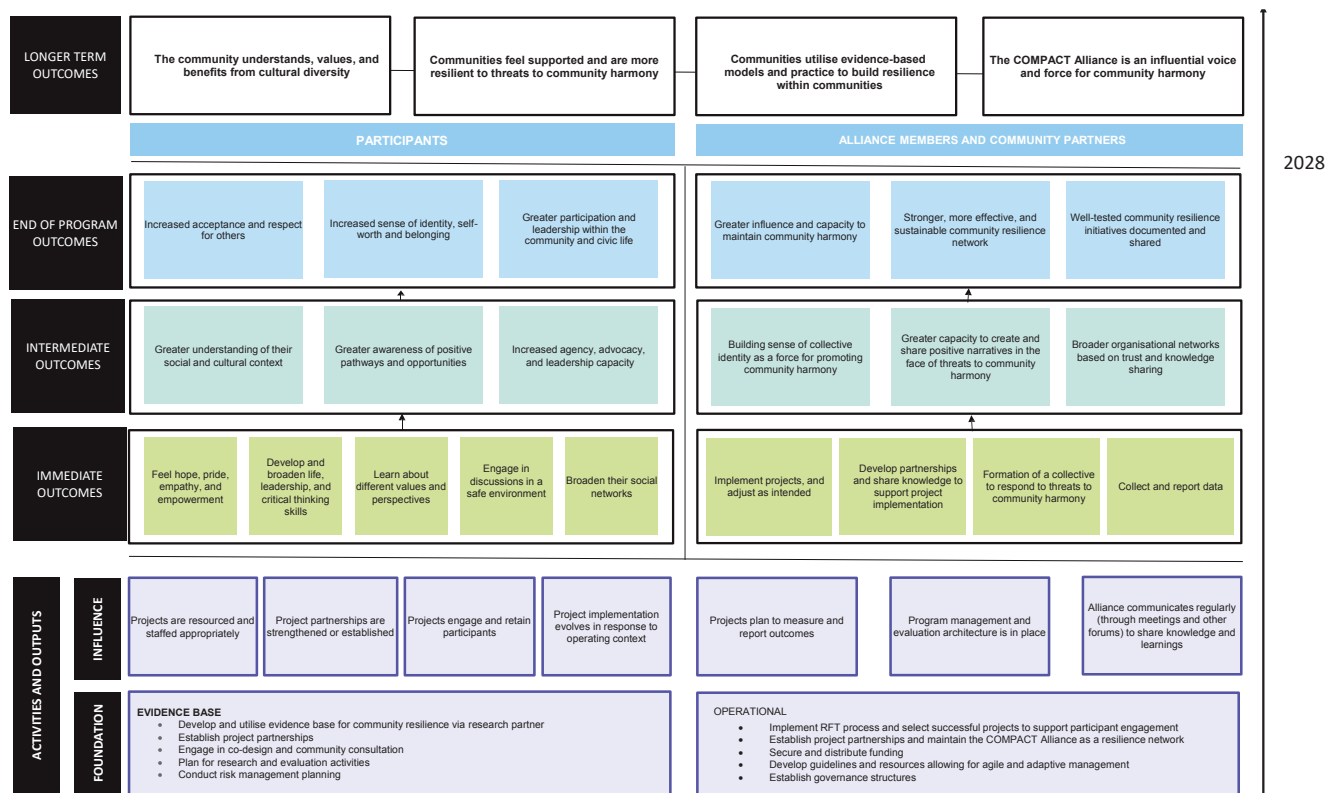
WORKPLAN, EVIDENCE, EVALUATION AND REVIEW

Successful COMPACT Partnership Project proposals will demonstrate evidence for their approach, drawing on relevant research, evaluation and data. Evidence may draw on previous projects that have proven to be successful, but to be successful in this funding round, proposals must demonstrate how prior learning and experience can be applied to new solutions that are responsive to emerging threats to community harmony.

COMPACT does not provide ongoing or recurrent funding beyond the multi-year funding period. Successful proposals will demonstrate how project outcomes will be sustained beyond the project completion date.

Projects will develop a comprehensive work plan, including plans for stakeholder engagement, partnership management, project-level evaluation, risk mitigation and sustainability.

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



COMPACT Program Logic – co-designed by COMPACT Alliance partners

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

JOIN THE COMPACT ALLIANCE!

The COMPACT Alliance is a voice and a force for community harmony.

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

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

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

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

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

Successful applicants will have the opportunity to participate to a two-day COMPACT Alliance Summit as part of their formal induction into the COMPACT Program.



DEFENDING HUMAN RIGHTS AND MULTICULTURAL PRINCIPLES

The *Multicultural NSW Act 2000* promotes the equal rights and responsibilities of all the people of New South Wales within a cohesive and multicultural society.

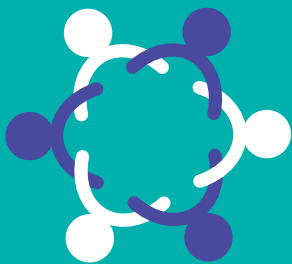
The legislation enshrines the Multicultural Principles as the policy of the State in New South Wales. The Multicultural Principles are based on fundamental human rights and the shared responsibilities of citizenship – that is, a shared commitment to each other as fellow Australians.

In short, the Multicultural Principles call upon all individuals and institutions in New South Wales to:

- share democratic values, governed by the rule of law, and promote a unified commitment to Australia, its interests and future
- accept and value the fact that New South Wales is a culturally, linguistically and religiously diverse society
- respect our democratic freedoms to practice our cultural and religious traditions and speak our languages.

As a flagship Multicultural NSW program, COMPACT is founded on the Multicultural Principles. More than that, COMPACT actively defends the Multicultural Principles against hateful and divisive influences who seek to threaten our democracy, our diversity, and our shared commitment to a cohesive multicultural society.

COMPACT Alliance partners must demonstrate a commitment to the Multicultural Principles in the conduct of their affairs.



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GRANT ASSESSMENT CRITERIA: WHAT WE ARE LOOKING FOR

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

All applications for grants are reviewed to ensure compliance with eligibility criteria and required documentation.

The Assessment Panel will make recommendations for grant funding to the Minister for Multiculturalism who will approve successful applications.

Not all grant applications will be successful. Both successful and unsuccessful grant applications will be notified in writing. Multicultural NSW does not provide feedback regarding unsuccessful/successful applications.

The COMPACT Grants Assessment Panel applies the following criteria in assessing grant applications, with each given equal weighting. The following pages outline this criteria.

COMPACT Grants Assessment Panel Criteria

APPROPRIATENESS

Assessment considerations may include:

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

CAPACITY & CAPABILITY

Assessment considerations may include:

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

VALUE FOR MONEY

Assessment considerations may include:

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

STRATEGIC VALUE

Assessment considerations may include:

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

COLLABORATION

Assessment considerations may include:

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



Multicultural
NSW

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COMPACT ALLIANCE SUMMIT

Wednesday, 13 December 2023



*We stand
united. We – all of
us together – will
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divide us.*

GRANT CONDITIONS

Available funding

Eligible not-for-profit organisations are invited to apply for \$100,000 to \$200,000 (excl. GST) per year for projects from two to four years. Projects will be delivered from 2024-25 to 2027-28 financial years.

Who can apply?

Eligible not-for-profit organisations that are:

- currently located in and or servicing NSW communities
- incorporated non-government organisations (not-for-profit)
- registered Associations under an Act of Parliament
- registered Cooperatives under an Act of Parliament
- Company Limited by Guarantee
- Company Limited by Shares (non-profit distributing)
- other community-based organisations registered or established under an Act that are not-for-profit
- an Aboriginal and/or Torres Strait Islander Corporation registered under the Corporations (Aboriginal and Torres Strait Islander) Act 2006 (Cth) or a Local Aboriginal Land Council under the Aboriginal Land Rights Act 1983 (NSW)
- to be eligible for funding all organisations must have a valid ABN.

What will not be funded?

Funding is not available for:

- applications seeking ongoing or recurrent funding for programs
- applications directly from individuals seeking individual personal payments
- applications from for-profit organisations and or commercial enterprises
- applications that are seeking funding for the same stage of a project, or the same project resulting in duplicate funding
- supplementing, increasing, or continuing ongoing service delivery that is the core business of the organisation
- an organisation's operating costs including office rent and administration costs
- broader work that the organisation already delivers such as services, programs and activities that are not aligned with the priorities and objectives outlined in these guidelines
- reimbursement of expenses already incurred
- covering existing debts or budget deficits of the organisation
- party political activities
- purchase of TV's, alcohol, tobacco products, gaming services, computer software, entertainment streaming
- capital works and equipment purchases (for example, purchase of phones, computer hardware, laptops, tablets, routers, modems, webcams, entertainment systems, TVs, etc. will not be funded)

- commercial or fundraising activities
- celebration of national or independence days with the exception of key Australian days including ANZAC DAY, Australia Day, Clean Up Australia Day and NAIDOC day
- cash prizes or gifts
- religious festivals, rituals, religious events, or religious promotion, except multi-faith events which involve people from more than one religion
- media productions that have not been endorsed by Multicultural NSW prior to publication or broadcast.

Grant funding will not be awarded to any organisation that:

- has National Redress Scheme sanctions www.nationalredress.gov.au/ The National Redress Scheme has been created in response to recommendations by the Royal Commission into Institutional Responses to Child Sexual Abuse. The Scheme includes sanctions against those Organisations who have been named and failed to join the National Redress Scheme. If your Organisation has redress sanctions, then you cannot apply for Grant funds.
- is subject to a winding up order or has an appointed administrator
- has a pending/ongoing legal case
- is bankrupt
- has no sound financial management and governance
- has not demonstrated a commitment to multicultural principles.

Multicultural NSW may seek confirmation or clarification regarding a project's activities and funds sought as part of this program before funds are released.

Funding agreements

All successful applicants (organisations) will be required to participate in meetings with Multicultural NSW as required to share updates, insights, and learnings.

If funding is awarded, the Multicultural NSW Grants Program Terms and Conditions will apply to the grant funding agreement.

Applicants will be required to:

- review the Terms and Conditions and declare that they have read and understood them
- acknowledge that an agreement based on those Terms and Conditions will apply to the grant
- if awarded a grant, agree to comply with the Terms and Conditions in acquitting the grant.

Successful applications for funding must be delivered on time and on budget.

Reporting

The NSW Government requires consistent and accurate reporting of funding expenditure to ensure accountability.

The provision of progress and completion reports are a condition of funding. All successful applicants will be required to provide project reports on outcomes that align with the COMPACT Program evaluation framework.

At the end of the grant term, successful applicants will be required to provide a letter of acquittal, signed by the CEO and Chair (or equivalent suitable position holders), stating that funds have been expended for the purposes intended, detailing expenditure and any surplus funds.

HOW TO APPLY

Applications open on **Friday 26 July 2024** and close at **3pm** (AEST) on **Thursday 29 August 2024**. The closing date and time is a strict deadline.

Multicultural NSW uses the online program **SmartyGrants** for all grant submissions, accessible through a portal on the Grants page on the Multicultural NSW website and via this link: <https://multicultural.nsw.gov.au/grants/>

Through the Multicultural NSW portal, applicants are required to log in via SmartyGrants to access the online application form. If the applicant organisation

has previously used SmartyGrants to apply for a grant, then they will already be registered and can use existing usernames and log in details, and do not need to set up a new registration/account.

All required attachments **MUST** be uploaded through the online application form in SmartyGrants. Please do not upload documents that have not been requested. Letters of support are **NOT** required. The online application form includes an application checklist to help ensure all the required information is provided.

All required fields marked with an * must be completed.

Multicultural NSW will not accept applications unless they are submitted online through the SmartyGrants portal. Incomplete and/or non-compliant applications will not be eligible.

All queries during the application must be submitted in writing before via email to: compact@multicultural.nsw.gov.au

Completing the application

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

Application checklist

Read the application carefully. If you have any questions please phone our COMPACT Program team on **02 8255 6715** during business hours or email compact@multicultural.nsw.gov.au:

- check that your project falls within the timeframe of the program
- ensure that your project falls within at least one priority area of the program
- ensure that you have undertaken the necessary research to formulate your project and can provide evidence that it will fulfil its objectives
- ensure all requested information is supplied
- provide simple clear answers to all questions
- only complete applications will be accepted.
(Partially completed applications cannot be submitted through the online application system and will not be considered.)

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standing united.*





Multicultural NSW

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