



**Ethnic Communities Council of Western Australia**

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## **Ethnic Communities Council of WA (ECCWA)**

### **2017-18 Annual Report**

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## Vale Professor Jayasuriya AM



Members of our Council and those involved in the multicultural, social work, academic and other sectors across Australia were saddened by the passing of Professor Jayasuriya whose contribution to multiculturalism especially from the perspectives of Citizenship, Substantive Equality and Anti-Racism were legendary. Not surprisingly many of us fondly referred to him as the Father of Multiculturalism.

His academic work and writing extended to a wide variety of topics including, Immigration, Multiculturalism, Buddhism, engagement with Asia especially in reconciling Australia's Geography with its History, sociology of mental health, in particular cross cultural psychology and most importantly on Social policy on a range of issues in Australia as well as Sri Lanka.

He was anything but the stereotypical academic as evidenced by how he fulfilled his role as the Commissioner of WA's Multicultural and Ethnic Affairs Commission in effectively applying the "theories" he advocated to achieve a socially just and harmonious society, one in which all Australians regardless of their backgrounds could achieve their full potential. He has left Australia and not just the multicultural sector a very rich legacy for his writings have withstood the test of time and has influenced political leaders at the federal and state levels as well as captains of various industries.

Laki also played an instrumental role in framing the state's Multiculturalism Charter when Dr Geoff Gallop was the Premier and on topics such as understanding and addressing racism (especially institutional racism), multiculturalism, and engagement with Asia etc. He was certainly way ahead of his time.

An avid lover of cricket and Aussie Rules, in true Jayasuriya fashion, he told his sons when he turned 86 that 87 was a going to be a tricky number! It also epitomises his view on the finality of life and his calm acceptance of it. In death as in life he knew no fear and one of the important legacies he left us, regardless of our professional and other backgrounds, is the importance of social advocacy.

Laki was a member of the Immigration Advisory Council, National Multicultural Advisory Council, and Chair, National Multicultural Advisory Committee on Education. He is a recipient of a Hon. DLitt from the University of Colombo, and from the University of Western Australia. He was one of 50 Australians honoured by the Human Rights and Equal Opportunity Commission on the occasion of the 50th Anniversary of the Universal Declaration of Human Rights. He received the Australian Government's Centenary Medal in 2002. He was also made a Member of the Order of Australia, AM.

The thoughtful and incisive advocacy of Prof Jayasuriya has left our state and nation a much better place for all of us. The best way we can remember and honour him is to ensure that we seek to emulate his example the best we can.

Minister Paul Papalia paid tribute to Professor Jayasuriya in the state parliament as follows: "I am greatly saddened to report the passing of Emeritus Professor Laksiri Jayasuriya, AM, an eminent academic, communicator and writer, who fought for fairness and equality for all members of society. Professor Jayasuriya passed away on 20 April at 86 years of age. Professor Jayasuriya was a key contributor to the development of the Western Australian Charter of Multiculturalism and the state anti-racism strategy during the Gallop Labor government. With a background in sociology and social welfare, Professor Jayasuriya spent his life passionately engaging with the topics of multiculturalism, anti-racism, social and welfare policy, and immigration".

ECCWA together with sponsorships from UWA, OMI and MSC organised an event to celebrate the life of Professor Jayasuriya which was attended by about 200 people from various sectors. The Keynote address was provided by His Excellency, Hon Kim Beazley, the Governor of WA and other speakers were Leo Gallop (who read the speech his father was unable to deliver as he had other commitments in Sydney at that time), Professor Alan Robson, Professor David Walker, Dr. Maria Harries and ECCWA President Ramdas Sankaran. The speeches at the event and other information about Professor Jayasuriya's achievements can be accessed from ECCWA's website.

### Vale Professor Jayasuriya

# Acknowledgements

## Partners and funding bodies

ECCWA extends its gratitude to the following (listed in alphabetical order) for their financial and other (in kind) support and assistance

Australian Red Cross  
Bendigo Bank, North Perth  
Black Swan Health  
BreastScreen WA  
City of Belmont  
City of Stirling  
City of Vincent  
Department of Social Services (Commonwealth)  
Federation of Ethnic Communities Councils of Australia  
Ishar Multicultural Women's Health Centre  
Joondalup and Wanneroo Multicultural Services Inc.  
Multicultural Services Centre of Western Australia  
Richmond Wellbeing  
Umbrella Multicultural Care Services Inc.

## Peak bodies

ECCWA is a member of the following peak bodies and extends its appreciation for the support and assistance it received during 2017-18.

- Community Employers Western Australia
- Refugee Council of Australia
- Shelter WA (on a reciprocal basis)
- Health Consumers Council (on a reciprocal basis)

## ECCWA Consultants Panel

The following people accepted our invitation to be members of the above panel and we extend our thanks and appreciation for their support and guidance.

- Emeritus Professor Laksiri Jayasuriya (until his passing on 20<sup>th</sup> April 2018)
- Ms Helen Cattalini, Former Commissioner, Multicultural and Ethnic Affairs Commission
- Dr. Leela de Mel, (Former Executive Director of OMI)
- Shobhana Chakrabarti, (Former CEO, Ishar)
- Jenny Au Yeong, (Former CEO, EDAC)
- Dr. Indira Pattni, (Management Consultant and Clinical Psychologist)

**The management committee extends its thanks and appreciation to all ECCWA members both long term and recent. ECCWA is fortunate that well established agencies, both mainstream and multicultural that service migrants and refugees are now its members. With their support ECCWA has effectively advocated and lobbied on many issues of concerns and its substantial achievements (without a single cent of funding from the state government) as detailed in the report that follows are ample testimony of its resilience and its determination to ensure that its core funding is restored by the state government. This objective was finally achieved in June 2018 thanks to the Premier and the Minister for Citizenship and Multicultural Interests.**

## **ECCWA Constitutional Objects**

- a. To foster participation by ethnic communities in the development of a cohesive, culturally pluralistic Australian society bearing in mind the historical contribution which all ethnic communities have made to the development of the same.
- b. To act as the peak body for ethnic communities in Western Australia, which shall advocate for the rights of ethnic communities in ensuring the protection of these rights.
- c. To participate in government and quasi government bodies established for the purposes of developing the Council's objectives.
- d. To promote joint action and co-operation between ethnic communities on issues of common concern while assisting and encouraging the full participation of ethnic groups in the community in the social, economic and cultural life of society
- e. To ensure the rights of the ethnic communities including effective participation in decisions which affect them, and encourage the sharing of community resources.
- f. To provide multi-lingual welfare and counselling services to assist the aged, women, children, youth and ethnic people with disabilities.
- g. To render such assistance as the Council shall consider appropriate for the relief of persons in necessitous circumstances.
- h. To provide interpreting and/or translating services in specialized area of need.
- i. To do and to perform all acts, matter and things as are charitable and for benevolent purposes having public benefit in accordance with the law of the State of Western Australia and the law of the Commonwealth of Australia and to disseminate any information within a Social Justice framework that achieves the objectives of the Council in ensuring equity and access to and for ethnic communities
- j. To increase the awareness of the public that Australia is a Multicultural Society.
- k. To render any other assistance, services or facilities that the Council might consider necessary as the need arises.
- l. To undertake any other activity to promote multiculturalism and ethnic welfare.

## **ECCWA Vision**

A fair and just society; one in which all people are encouraged to participate fully in the life of the community and are supported to reach their full potential, where diversity is valued and people live in harmony.

## **ECCWA Mission**

To work in partnership with its member organisations, the community and government in the development and establishment of services and facilities that will ensure:

- The wellbeing of the culturally and linguistically diverse community of Western Australia
- The participation of people in the decision making mechanisms of this society
- Equitable access to, and an equitable share of, the resources of this State
- Diversity and co-existence.

## **ECCWA Values and Principles**

In working towards its vision the Ethnic Communities Council WA encompasses the following values and principles:

- ◆ Human Rights
- ◆ Equity
- ◆ Social Justice
- ◆ Participation
- ◆ Representation
- ◆ Empowerment
- ◆ Participation and Representation
- ◆ Community harmony
- ◆ Citizenship rights and responsibilities.
- ◆ Collaboration and cooperative partnerships
- ◆ Integrity, respect and responsibility
- ◆ Strong leadership
- ◆ Ethical standards of administration and management
- ◆ Openness and accountability to stakeholders and the community.

## **Membership of ECCWA's Management Committee**

### **Office bearers**

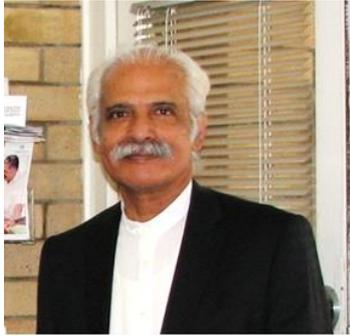
President:	Ramdas Sankaran OAM
Sr. Vice President:	Kim Luby
Secretary:	Suresh Rajan
Treasurer:	Rahim Ghauri
Vice President (Women):	Vivienne Pillay
Vice President (Youth):	Vacant (acting Nasreen Lang)

### **Management Committee**

The following members were elected at the 2017 AGM

Sarina Sirna  
Carmelita Baltazar  
Nasreen Lang  
Pius Joseph  
Anne Tonge  
Ranjit Ratnayake  
Jan Williams  
Alphonse Toussaint  
Yahye Sheikh-Abdi

## President's Report



2017-18 has been a very pleasing year as ECCWA's core funding has been finally restored thanks to Premier McGowan and the Minister for Citizenship and Multicultural Interests, the Hon. Paul Papalia.

This marks the end of the worst period in ECCWA's history as from the perspective of state government funding for its activities.

Many people and agencies played important roles in achieving this objective and they are too numerous to list. However, I wish to name three namely, Mesdames Freeman, MacTiernan and Quirk and extend our special thanks to them.

The restoration of funding heralds a new era of constructive dialogue with the state government, the Office of Multicultural Interests, and indeed all Ministers and their respective departments. The responses of several cabinet members to our issues have been very positive and Tim Fraser, the Chief of Staff of Minister Papalia, the Minister's Senior Policy Advisor, Said Padshah and Kim Ellwood, the current Executive Director of the Office of Multicultural Interests (OMI) have been very supportive of ECCWA. On behalf of ECCWA I extend my special thanks to all of them and we look forward to strengthening our ties with them to achieve our common objectives.

Whilst the year has been a great and very productive one for ECCWA as you will note from the main body of the report, it was also a very sad one as Emeritus Professor Laksiri Jayasuriya AM, one of our greatest supporters and one who we fondly referred to as the father of multiculturalism passed away. It is a massive loss for ECCWA and for me personally which will take us a very long time to come to terms with.

I extend my special thanks to all management committee members and in particular to Kim Luby, (Senior Vice President), Suresh Rajan (Secretary), Rahim Ghauri (Treasurer), Vivienne Pillay (Vice President Women's Issues) and Nasreen Lang (who undertook the responsibilities of the Vice President Youth Issues).

The Hon. Paul Papalia's Ministerial Advisory Group is playing an important role in shaping the state's multicultural agenda and its members have been very supportive of ECCWA and the issues it has drawn to their attention. We extend our special thanks to all of them.

Listed in the Acknowledgments section of this report are a number of agencies as well as individuals who have provided our Council invaluable support and assistance. I extend our special thanks to all of them.

I extend very special thanks to the EAST Team comprising Vivienne Pillay, and Nhi Howells. This is a very important initiative of ECCWA judging by what it has already achieved.

As always I end with special thanks to our partners and family members for their support and understanding. But for the added responsibilities that they have so graciously accepted, our goal to serve ECCWA and the community the way we do, would never have been realised.

**Ramdas Sankaran OAM**

## Summary of Program Reports

### 1 POLICY, ADVOCACY & LOBBYING PROGRAM

To ensure that systemic barriers that impede access of ethnic and religious minorities (ERM) and culturally and linguistically diverse (CaLD) individuals and communities and inhibit their participation in decision making processes of government and community are effectively addressed. ECCWA sought to achieve the above through its efforts to enhance the participation of ERM and CaLD people in the decision making processes of government and community as well as through its efforts to enhance equitable access of ERM and CaLD people to programs and services provided/funded by governments at the national, state and local levels. Some notable events/initiatives include the following:



#### 1.1 Restoration of ECCWA's funding

We commended the McGowan Labor government and Minister Paul Papalia for agreeing to provide ECCWA funding for “its core membership activities”. This funding, which will be administered through the Office of Multicultural Interests is for the period 1 July 2018 through to 30 June 2019.

ECCWA has been advocating for this funding to be restored to enable it to continue the strong advocacy work that it has done for many years now.

This marks the end of the systemic discrimination that was initiated/perpetuated by the Barnett government when it defunded ECCWA and required it to meet conditions that other peak bodies that it funded didn't have to meet.

Minister Papalia's decision to fund ECCWA means that we are no longer an unfunded Multicultural advocacy body. This is significant, given that we are in an era of “super diversity” in Western Australia, wherein more than half our population is either a migrant or a child of a migrant. This funding is a good beginning to ensure that ECCWA remains a strong voice and is able to service its members effectively and continue its policy development, lobbying, advocacy etc. on matters multicultural.

Our Council looks forward to constructive dialogue with the State government and to work closely with it to ensure that our common objectives are effectively achieved.

ECCWA thanks its Management Committee members and many external stakeholders in WA and other states who assisted in undertaking all the necessary lobby activities to ensure that we are funded. It extends special thanks to a number of ALP parliamentarians and Ministers who supported our bid for our funding to be restored.

As most people in the culturally and linguistically diverse community know, we have been the premier advocacy voice in Western Australia for over thirty five years. We have also gained ourselves a national reputation for being one of the strongest voices in Australia for CaLD people and issues. This funding will ensure that this reputation will be enhanced and our work will continue for the foreseeable future.

#### 1.2 Minister Papalia's Ministerial Advisory Group (MAG)

The ECCWA president has continued his active participation in the Minister's Multicultural Advisory Group. He was also appointed to the subcommittee responsible for drafting the Western Australian Multicultural Policy Framework.

#### 1.3 Women's Issues

Whilst just about all policy and other issues that ECCWA advocated or lobbied about have an impact on CaLD women, ECCWA undertook specific initiatives that addressed their concerns. These are outlined in the Vice President, Women's issues section of the report and include:

- International Women's Day
- EAST
- Family Violence and Women without Income
- WA Women's Hall of Fame

ECCWA nominated three CaLD women who have made substantial contribution in providing services to and or policy and advocacy in relation to issues of concern to women but unfortunately all three were unsuccessful. ECCWA President and Vice President Women's Issues met with Fiona Reid, the Chair of the WA Women's Hall of Fame committee to discuss our concerns and were pleased to note that she has taken on board our concerns and will explore the options we discussed with her to make it possible for CaLD women to be treated more equitably.

#### **1.4 Refugee Council of Australia Annual Consultations (RCOA)**

RCOA in partnership with ECCWA and MSCWA has organised two consultations as follows:

- Wednesday 20 September 2017, 6pm-7.30pm at 14 Brewer Place (MSC's Mirrabooka office) for refugee & migrant communities on governments should do to better help them
- Wednesday 20 September 2017, 9.30am-11am, 20 View St., North Perth for service providers on what governments should do to better help refugees

#### **1.5 Suicide within ethnic communities**

Last year we drew the attention of the Deputy Premier and Health Minister, the Hon Roger Cook to the dire state of mental health within ethnic communities in Perth and in particular the numbers of suicides that occurred in Perth which the Multicultural Services Centre of Western Australia drew to our attention.

We then met with Dr. Neale Fong the Chair of the Ministerial Council for Suicide Prevention who was very supportive of our cause. We subsequently made a presentation to the Ministerial Council at Dr Fong's request.

Regrettably none of these initiatives have drawn the required response of a coordinated approach to addressing this issue by the state government.

A very small silver lining for want of a better description is the funding of \$30,000 by the Office of Multicultural Interests for a suicide prevention and post vention project to be undertaken by the Multicultural Services Centre of Western Australia.

ECCWA will continue to lobby the state and the commonwealth government to ensure that mental health and suicide prevention within ethnic communities are addressed in a culturally and linguistically appropriate manner.

#### **1.6 Supporting Communities Forum Consultation Paper**

In its submission to the above, ECCWA commended the Premier and the Minister for Community Services for their commitment to working with the community sector. The views we expressed in terms of the lessons learnt from the Partnership Forum and the proposed terms of references of the Supporting Communities Forum are as follows:

##### **Lessons which could be learnt and adapted from the Partnership Forum**

Multicultural agencies were excluded from the Barnett government's 22 member Partnership Forum and given the ethnic diversity of WA's population the only way such spectacular exclusion can be described is institutional racism. The 2016 ABS Census clearly demonstrates that the non-Anglo component of the state's population is increasing at a more rapid rate than the Anglo component and followers of non-Christian faiths/religions are increasing at a very rapid rate whilst the growth in those who practice Christianity is much slower. It is critical that the needs, issues, concerns, aspirations etc. of such diversity are considered by the Forum in all of its deliberations and not just by creating for example sub committees to address "special interest groups". Substantive Equality was not a consideration for the Barnett Government's Partnership Forum, and it is epitomised by the

fact that the Forum did not advocate/lobby for the retention of the Substantive Equality Unit within the Equal Opportunity Commission when it was disbanded by the Barnett government. Other important mechanisms/policies that the Barnett government inherited from the Gallop and Carpenter governments namely, the Multiculturalism Charter, the Anti-Racism Strategy and the Language Services policy, were also matters that the Forum considered in its deliberations.

### **Feedback regarding the Draft Terms of Reference**

The draft terms of reference states that the Supporting Communities Forum brings government and non-government leaders together to progress the agenda of collaboration, coordination and information sharing to support the delivery of quality services and better outcomes for vulnerable Western Australians and ECCWA is strongly supportive of this.

### **Membership**

Traditionally advisory mechanisms such as this have had memberships based on those representing organisations or be those appointed in their own right. They both have their strengths and weaknesses. ECCWA believes it does not have to be an either-or proposition and recommends that the Forum could include both type of members.

What is much more important is to ensure that the membership reflects the diversity of the state's population as well as the knowledge, skills and experience that is required to achieve the desired outcomes of the Forum. Accordingly when members are appointed for example to "convey/represent" the views of indigenous, CaLD or other at risk groups, in addition to their indigenous/CaLD backgrounds, those appointed should have relevant public policy, service delivery and research skills.

It is important that all members regardless of the nature of their appointment i.e. representative of or in their own capacity be advised that they are required to think beyond their immediate areas/issues of concern and participate with the interests of all Western Australians at heart.

Whilst issues/areas of interests such as Homelessness, Youth, NDS, family and DV etc. can be addressed by the Forum having mechanisms that will elicit the required information, it is important to acknowledge that in the case of indigenous and CaLD sectors their issues and concerns cover all of the aforementioned areas and more. This is why ECCWA has and will continue to argue that the multicultural sector needs to be represented in the membership of the Forum and not be treated as a specialty group.

### **Chairperson**

ECCWA advocates that the Forum be chaired by the Premier or the Deputy Premier; Minister for Health; Mental Health who is the Chair of the Community Safety and Family Support Cabinet Sub Committee.

### **Function**

ECCWA agrees that the Forum should support the implementation of the Government's Supporting Communities policy as outlined by the nine points in the draft terms of reference. We recommend an additional function of monitoring substantive equality and providing advice and/or recommendations on any other matters as requested by the Premier or the Cabinet Sub Committee.

### **1.7 ECCWA Response to the First Interim State Public Health Plan for WA**

We applauded the detailed attention paid to Improving Aboriginal **health** given that "the greatest relative difference in health status in WA is between Aboriginal and non-Aboriginal Western Australians, culminating in a life expectancy that is 15.1 years lower for Aboriginal men and 13.5 years lower for Aboriginal women compared with non-Aboriginal Western Australians", as highlighted in the First Interim Plan. The Interim Plan's inclusion of the following to address these glaring inequities is therefore commendable.

- Reduce the incidence of chronic disease and injuries for Aboriginal people

- Improve environmental health conditions in remote communities
- Reduce the incidence and prevalence of STIs and BBVs among Aboriginal people
- Reduce the incidence of vaccine preventable diseases among Aboriginal people

In stark contrast the Interim Plan has astoundingly ignored health related issues of CaLD Western Australians despite its section, “Population of Western Australia” commencing with the following statement.

“It is important to have an understanding of the population context of WA to help determine both current and future needs of the population, understand disparities in health between population groups, and ensure that health services are designed appropriately to meet these needs.”

Whilst the Plan notes, “A health status report for Western Australians presents a range of information about the health status of the WA population, examines trends over time and identifies inequalities in health for Aboriginal people and **other high risk and vulnerable communities and population groups**”, there isn’t a single reference to CaLD in the Interim Plan and given the above quote and the overseas migration reference in the Interim Plan quoted below, the Plan should have paid a lot more attention to the cultural and linguistic profile of the WA population to understand disparities in health between CaLD and other population groups, and to ensure that health services for CaLD groups are designed appropriately to meet their needs.

“Overseas migration also contributes to shifts in population structures, and in 2014-15, a little over 14,000 people from overseas arrived in WA. Overall, almost four in ten people in WA were born overseas. Residents born overseas are likely to have different health profiles and may also be less likely to access health services, factors which should be considered when determining the health needs of the population.”

**Regrettably, the First Interim State Public Health Plan has paid scant regard to the principles and components of the ALP’s 2015 Multiculturalism Policy Platform.**

### **Consultation**

The consultation was limited to a survey which according to the department should take approximately 30 minutes to complete. This is clearly inadequate and inappropriate consultation methodology, especially for those who are not proficient in English or the use of on line surveys.

ECCWA wishes to take up the offer of the Chief Health Officer to work in partnership with the WA Department of Health into the future to ensure people of CaLD backgrounds are consulted in culturally and linguistically appropriate formats on further iterations of this Plan as well as its implementation.

### **Empowering and enabling people to make healthy lifestyle choices**

ECCWA endorses the Plan’s emphasis on the above given the statistics provided on the substantial loss of healthy life due to premature death and living with disease and injury. The Plan notes that “While the degree to which a condition can be prevented varies, chronic conditions have a number of modifiable behavioural risk factors in common, including dietary factors, obesity, physical activity, tobacco use and excess consumption of alcohol” in order to emphasise the importance of “focussing on prevention and the promotion of healthy lifestyle choices and the creation of health-promoting environments to reduce the future impact of chronic disease.”

ECCWA supports the need to address the following to enable people to make healthy lifestyle choices

- Healthy eating
- Physical activity
- Curbing the rise in overweight and obesity
- Drive down smoking rates in the community

- Reducing harmful alcohol use
- Prevent injuries and promote safer communities

However, if the focus on the above are to be meaningful for CaLD Western Australians, the initiatives have to be culturally and linguistically appropriate, but there are no references to it in the Interim Plan. This is especially so in driving down smoking rates and reducing harmful alcohol use within certain ethnic groups that have disproportionately high rates in this regard as indicated by the following.

The National Drug Strategy Household Survey (NDSHS) reports that “the current smoking prevalence for persons who speak a language other than English at home is lower than those people who mainly speak English at home (11.6% compared with 18.4%). However, this finding is not consistent across various cultural and linguistic communities, with some groups having high smoking prevalence and significant differences associated with gender. For example, Rissel and colleagues report smoking prevalence of 49% in males and 29% in females among the Lebanese community in Sydney [28]. A Victorian survey of Spanish-speaking community members found that just under one-quarter (23.8%) of those surveyed reported they smoked tobacco products regularly (daily or at least weekly). Over one-third (38%) of males reported smoking regularly compared with just 14.7% of females. Other forms of tobacco use may also be common in some communities, such as waterpipe use in Arabic and African communities. Migration can influence smoking uptake and quitting in various ways. For example, among immigrants from regions with low female smoking rates such as Africa and Asia, the risk of uptake of smoking among young women may increase following migration to Australia. In addition, the stress associated with migration to another country may hinder quitting attempts. Alternatively, Australia’s comprehensive tobacco control policies and mass media campaigns may also increase quit attempts among some groups [10]. Further research on these issues would be useful. (Source: Evidence review: Addressing the social determinants of inequities in tobacco use by Kate Purcell <https://www.vichealth.vic.gov.au/>)

### **Goals**

ECCWA is supportive of all of the goals mentioned in the Plan but wish to comment on just two of them namely “ensure certain public health information is collected and used effectively and reduce public health inequalities”.

### **Reduction of public health inequalities**

ECCWA believes that this is arguably one of the most important goals. Whilst inequalities in health, (without a doubt) is greatest amongst indigenous Australians, certain ethnic groups are arguably next only to them. The inequalities in health of ethnic groups have been extensively documented in Australia and globally and many studies show worse health among ethnic minorities compared to the majority population.

As noted in the Plan, “the 2011 Census identified that seven of the ten most disadvantaged areas in WA are located in the northern and remote regions, with the most disadvantaged places often containing a sizeable Aboriginal population. Balga, Mirrabooka and Girrawheen are amongst the top ten most disadvantaged areas and they all have disproportionality high CaLD populations.

The Migration medical test to gain permanent entry to Australia is arguably the harshest of its kind globally and therefore on arrival the health status of migrant is arguably superior to those of their Australian born counterparts. However, studies show that as time goes by due to various factors, the health status of migrants deteriorate and become comparable to or worse off than their Australian born counterparts.

ECCWA would strongly argue that to achieve a reduction of the aforementioned public health inequalities the Public health objectives for Western Australians 2017 – 2021 should have an additional objective, namely “Improving the health of CaLD Western Australians”.

The strategies under that objective should include inter alia

- Effective implementation of the state's Language Services policy
- Ensuring female clinicians are available and to address client's preference
- Providing resources and service information in major community languages or in formats which are easier for CALD clients to understand i.e. audio, audio visual etc. and not just in print format.
- Providing information, testing etc. at multicultural festivals/events
- Appropriately funding multicultural service providers to provide culturally and linguistically appropriate services which are responsive to the different needs, norms and experiences of different CALD groups.

### **Mental Health and Suicide Prevention**

Whilst the Plan has made references to "Alcohol use being responsible for 21 per cent of the burden from suicide and self-inflicted injuries", "youth suicide", "intentional self-harm" etc. it is ECCWA's view that both mental health and suicide prevention should have been accorded far great priority.

CaLD groups have been identified in the Mental Health 2010 Plan under the key principles and have been included in the Action Areas Specific Populations in the report. However, their mental health needs and concerns in general and suicide in particular have been neglected.

### **Racism and Discrimination**

Racism and discrimination, and Islamophobia in particular has been on the rise in Australia, including Western Australia. The findings of the Islamophobia in Australia Report-Edited by Dr Derya Iner, which focused on the critical analysis of Islamophobia and its various manifestations in Australia since 2014, are distressing and whilst, Muslims are arguably being targeted more than other ethnic/faith groups, the others are also being adversely impacted. From a social determinants of health perspective the aforementioned racism and discrimination impacts CaLD and indigenous people (especially women) of **all** ages. The Anti-Racism Strategy developed and implemented by the Gallop government should be reinvigorated and appropriately funded as a matter of urgency.

### **Women's Health**

CaLD women are heterogeneous, culturally and linguistically and whilst they have some health issues/concerns in common, some are more prone to certain health conditions than others and their health outcomes can also differ significantly. Other factors that also have an impact include language illiteracy; lack of female clinicians, allied health professionals, interpreters etc., inaccessibility or unacceptability of health services; history of torture and trauma, potential conflicts between traditional beliefs and practices and western approach to health services; impact of gender discrimination coupled with racial discrimination, smoking in pregnancy, vitamin D deficiency, differing impact of alcohol consumption, impact of passive smoking and most importantly family and domestic violence which is high among some communities, and may be hidden within the family/community.

ECCWA's detailed submission can be accessed from its website.

### **1.8 Sustainable Health Review 2017**

ECCWA provided a detailed submission to the review and its input is summarised below: Existing investment in Primary, Secondary and Tertiary healthcare, as well as new initiatives to improve patient centred service delivery, pathways and transition can be leveraged by appropriately funding multicultural and ethno specific agencies. When government health care contracts are being considered it is imperative that the tender documentation and the assessment of tender bids are undertaken in a manner that ensures maximum participation of the aforementioned agencies in the delivery of health care.

From a language perspective it is critical that the state's Language Services policy is effectively implemented. Whilst the Gallop government's Language Services Policy was

adopted by the Barnett government they made no efforts to monitor the implementation of the policy resulting in grave consequences for both CaLD and indigenous communities.

ECCWA is not recommending any changes to the policy but strongly urges the government to ensure that all government provided and government funded services including Primary, Secondary and Tertiary healthcare strictly adhere to the requirements of the policy and that this be monitored effectively by the Substantive Policy Unit that we recommend be established within the Equal Opportunity Commission.

ECCWA strongly recommends that the “language services infrastructure in our Health facilities be reviewed and replaced by a centralised Health Interpreting Service, which will be much more cost effective than maintaining one for each facility.

- **The mix of services provided across the system, including gaps in service provision, sub-acute, step-down, community and other out-of-hospital services across WA to deliver care in the most appropriate setting and to maximise health outcomes and value to the public;**

Arguably the most glaring gap in service provision is in the area of mental health services for people of CaLD backgrounds and in particular the lack of culturally and linguistically appropriate suicide prevention and postvention support services. The latter is critical and should be addressed urgently given the number of suspected suicide deaths this year which have been drawn to the attention of the Minister of Health, the Mental Health Commission and the Ministerial Council for Suicide Prevention.

The state government’s Mental Health 2010 plan states “mental health issues have a unique impact upon certain groups of people within the Western Australian population and require specialised responses. Unfortunately the report has not sought to address their needs, concerns and circumstances in a comprehensive and integrated manner. CaLD groups have been identified under the key principles and have been included in the Action Areas Specific Populations in the report however, The mental health needs and concerns of CaLD groups in general and suicide in particular have been neglected in many ways as outlined in ECCWA’s response to Mental Health 2010 and Suicide Prevention 2020 which are attached.

Whilst this neglect is arguably not as bad as the indigenous population, it is serious enough to warrant the development of a CaLD Mental Health Plan which incorporates suicide prevention and to ensure that this plan is adequately funded to achieve the desired outcomes. Without such a plan it is likely that the fragmented and underfunded approach will continue with dire consequences for CaLD communities.

Development of culturally responsive mental health services is woefully inadequate. The state government’s Transcultural Mental Health Unit ceased its operations two years ago and funding provided for community based multicultural clinical mental health services from comparative and absolute perspectives is miniscule. No funding is available for interpreting services etc. An increased focus on mental health promotion, prevention activities, and the reduction of stigma in CaLD communities has not eventuated to date. There is no central planning and coordination role for CaLD services in Western Australia, let alone one that needs to be strengthened. Collection of ethnicity data on the prevalence of mental illness and treatment rates remains problematic especially with regard to suicides. Early identification and intervention for at risk groups, particularly those arriving through humanitarian programs is critical. However, Torture and Trauma service provision was taken out of the Humanitarian Services Strategy by the commonwealth some years ago and outreach initiatives are now more critical than ever.

Another significant gap is in the area of prevention and timely management of chronic health conditions within ethnic communities. Many of the initiatives are not culturally or linguistically appropriate and seldom involve ethno specific and multicultural providers. Those that do, clearly demonstrate the cost effectiveness and the capacity to achieve of program objectives and KPIs.

- **Ways to encourage and drive digital innovation, the use of new technology, research and data to support patient centred care and improved performance;**

Members of CaLD communities especially those not proficient in English or comfortable with technology can and should be encouraged to avail of digital innovation and the use of new technology. This is very unlikely to happen without the involvement of ethnic community leaders and organisations that service these communities.

As for research there is a serious dearth of research on the prevalence rates of diseases within ethnic communities, their lack of access to Primary, Secondary and Tertiary healthcare.

- **Opportunities to drive partnerships across sectors and all levels of government to reduce duplication and to deliver integrated and coordinated care;**

There are many opportunities to drive partnerships across sectors and all levels of government but these are not being realised because of these sectors operating in silos. Experienced ethno-specific multicultural service providers like Ishaar, Metropolitan Migrant Resource Centre, Fremantle Multicultural Centre, Italo-Australian Welfare & Cultural Centre, Umbrella, Association for Services to Torture and Trauma Survivors, Australian Asian Association, Rainbow, Chug Wah, Perth Asian Community Centre, Multicultural Services Centre, are willing and able to work in partnerships with mainstream providers and have already demonstrated their capacity to do so. However, for such partnerships to be effective and sustainable they should ensure equity in the sharing of the funding that is made available.

- **Ways to drive improvements in safety and quality for patients, value and financial sustainability, including cost drivers, allocative and technical efficiencies;**

Effective use of interpreters and maximising the use of ethno specific and multicultural services providers will achieve improvements in safety and quality for patients, as well as value and financial sustainability. The latter employ a significant number of bilingual staff who have the capacity to provide health care services without using interpreters and hence they can save substantial service delivery costs.

- **The key enablers of new efficiencies and change, including, research, productivity, teaching and training, culture, leadership development, procurement and improved performance monitoring;**

If cultural and linguistic factors are to be addressed cost effectively there have to be changes to procurement policies and how they are implemented. ECCWA can provide concrete example where millions of dollars of government program funds having been “assigned”, where CaLD was identified as a priority area and yet no CaLD service provider got any funding. Procurement policies and implementation should be therefore tailored such that those claiming to have relevant expertise should provide concrete proof of the same.

CaLD representation on government boards and other decision making bodies including in the area of health is woefully inadequate and needs to be addressed urgently. ECCWA is willing to provide the names and other relevant information of CaLD people who can be considered by the government for this purpose

- **Further opportunities concerning patient centred service delivery and the sustainability of the WA health system**

ECCWA agrees that “one of the most significant factors in achieving recovery for a person with a mental health problem and/or mental illness and “for many people who experience mental health problems and/or mental illness, finding and maintaining life in a stable home can prove difficult.” In the case of CaLD and indigenous people this issue is further compounded by factors such as language, culture and racial discrimination in the real estate market. The Multicultural Services Centre (without funding from any source) established a community based psycho social recovery program by providing suitable accommodation for long term residents who in the view of Graylands hospital were capable of living in the

community as their condition had been stabilised. This program commenced more than three years ago and has demonstrated that it is possible to cost effectively provide supported accommodation for such people using the private rental market. Programs such as this can and should be replicated.

### **1.9 Review of the State Industrial Relations Review Report**

ECCWA provided a detailed submission to the review and its input is summarised below:

Many of the recommendations of the above are particularly relevant to components of our constituency who are not proficient in English and or have difficulties in understanding and navigating the industrial relations system. Do we provided a detailed Submission which can be accessed on line and it will also be uploaded to our website.

#### **Term of Reference 1**

ECCWA would prefer that the denial of contractual benefits jurisdiction and/or the interpretation of awards, orders and industrial agreements jurisdiction, currently exercised by the WAIRC, ought to: "Be exercised by members of an Industrial Court to be established under the 2018 IR Act, and where the qualification for appointment to the Industrial Court be limited to people who, before their appointment, had practised law for not less than five years as an Australian lawyer, as defined in s 4 of the LP Act.

ECCWA believes that parties should be entitled in all matters before the WAIRC, however constituted, to be represented by an Australian legal practitioner, as defined in s5 of the LP Act, subject to a discretion to be exercised by the WAIRC to disallow any or all of the parties from having legal representation in a particular matter, or on a particular occasion or for a particular hearing.

ECCWA also believes that the WAIRC ought not to be empowered to make orders for costs, including legal costs so that the WAIRC remains a no costs jurisdiction in all matters.

It further believes that the 2018 IR Act should:

- Include an amendment to s84A (1)(b) of the IR Act to permit orders to be enforced by the party for whose benefit the order was made, in addition to the Registrar or a Deputy Registrar.
- Contain a division equivalent to Part 5-1, Division 9 of the FW Act, about offences committed in and before the WAIRC.
- Include, in any industrial matter before the WAIRC, and subject to the overall discretion of the WAIRC, a right for any party to obtain discovery and inspection of relevant documents held in the possession, power or custody of any other party.

#### **Term of Reference 2**

ECCWA agrees with the following proposed recommendations of the Review:

- The Public Service Appeal Board (PSAB), the Public Service Arbitrator (PSA) and the Railways Classification Board be abolished.
- Subject to (b), the 2018 IR Act include a single system for public sector employers and employees to refer industrial matters to the WAIRC so that all employees who are currently subject to the jurisdiction of the PSA and the PSAB will now be subject to the ordinary jurisdiction of the WAIRC.

ECCWA would prefer that there should be a division between the industrial matters that a public sector employee may refer to the WAIRC, as opposed to those a registered organisation may refer to the WAIRC on the employee's behalf, which affect the employment of an individual public sector employee.

ECCWA believes that all breaches of a public sector standard by an agency under the PSM Act may be referred, challenged or appealed by a public sector employee or an organisation on their behalf, to the WAIRC, and the remedies that may be awarded by the WAIRC.

It also believes that, a police officer, police auxiliary officer, Aboriginal police liaison officer or a special constable and/or the WA Police Union on their behalf ought to be entitled to refer to the WAIRC an industrial matter of the type described in Schedule 3 clause 2(3) of the IR Act.

It further believes that the 2018 IR Act should include, for the benefit of both public and private sector employees, an entitlement to bring an application to the WAIRC to seek orders to stop bullying at work based on the model contained in the FW Act Part 6-4B "Workers bullied at work",

### **Term of Reference 3**

ECCWA strongly supports the proposal to include in the 2018 IR Act an equal remuneration provision based upon the model in the Industrial Relations Act 2016 (Qld).

It supports the inclusion of a requirement in the 2018 IR Act that the WAIRC develop an equal remuneration principle to assist parties in bringing or responding to applications brought pursuant to the equal remuneration provision.

### **Term of Reference 4**

ECCWA strongly supports the view that the 2018 IR Act should not exclude from its coverage:

- Any employee whose place of work is the private home of another person, presently referred to as "any person engaged in domestic service in a private home" in s 7(1) of the IR Act.
- Persons whose services are remunerated wholly by commission or percentage reward, or wholly at piece rates, being persons who are currently excluded from the definition of an employee under s 3 of the Minimum Conditions of Employment Act 1993 (WA) (MCE Act) and regulation 3 of the Minimum Conditions of Employment Regulations 1993 (the MCE regulations) 39.
- Persons:
  - (a) Who receive a disability support pension under the Social Security Act 1991 (Cth); and
  - (b) Whose employment is supported by "supported employment services" within the meaning of the Disability Services Act 1986 (Cth), being persons currently excluded from the definition of an employee under s 3 of the MCE Act and regulation 3 of the MCE Regulations.

ECCWA agrees that the gig economy is a new and fast developing industry in Western Australia; and as the State Government has a legitimate interest in the engagement, working conditions and termination of engagement of people working in the gig economy in Western Australia; a taskforce be assembled and chaired by a representative of DMIRS and include a member from the CCI, UnionsWA, the WAIRC, the State Solicitor's Office and a nominee of the President of the Law Society of Western Australia, to monitor the engagement, working conditions and termination of engagement of people in the gig economy and to consider and report to and make recommendations to the Minister as to whether and to what extent the regulation of the industry can or ought to be pursued by the State Government, by way of representations to the Commonwealth Government, separate legislative action or otherwise.

### **Term of Reference 5**

ECCWA strongly believes that the minimum conditions should be updated; and that there should be a process for statutory minimum conditions to be periodically updated by the Western Australian Industrial Relations Commission without the need for legislative change. ECCWA accordingly supports the proposal that the 2018 IR Act include a Part that provides for minimum conditions of employment for employees covered by the State system to be called the State Employment Standards (SES);

ECCWA believes there is a case for increasing the casual loading and supports the view that the issue be deferred to consideration by the WAIRC, either on an award by award basis, or as a possible updated or enhanced SES, to be determined by the Arbitral Bench.

ECCWA is of the view that FDV leave be included in the SES, and believes that the leave should include both paid and unpaid.

### **Term of Reference 6**

ECCWA supports the proposed recommendation for the 2018 IR Act to include a Part, or Transitional Provision, that requires the WAIRC to, within three years, review and replace the existing private sector awards of the WAIRC with New Awards, on the basis outlined in the Review report.

ECCWA strongly supports the view that the New Awards be drafted in a plain English style, with the aim of being user friendly for employers and employees

It also supports the view that in the process of making the New Awards, the WAIRC should give registered organisations and employer groups whose membership includes employee and employers to be covered by the New Award, and peak body organisations, the Minister and any other interested person or stakeholder the opportunity to make submissions about the terms of the New Award.

### **Term of Reference 7**

ECCWA supports the recommendation under the 2018 IR Act, to empower industrial inspectors to issue:

- (a) Infringement notices for breach of record-keeping and pay slip Obligations.
- (b) Compliance notices, based on the model contained in s 716 of the FW Act, if it is in the public interest to do so.
- (c) Enforceable undertakings, based on the model contained in s 715 of the FW Act, if it is in the public interest to do so.

### **Term of Reference 8**

ECCWA supports the proposal to extend the coverage of Local government employers and employees by the State industrial relations system. Accordingly it supports the recommendation for the State Government to introduce legislation into the State Parliament consistent with s 14(2) of the FW Act that declares, by way of a separate declaration, that each of the bodies established for a local government purpose under the Local Government Act 1995 (WA) is not to be a national system employer for the purposes of the FW Act (the declaration).

### **Conclusion:**

As the peak umbrella body in WA that represents the interests of culturally and linguistically diverse communities ECCWA strongly supports the recommendations of the Review report. This is particularly so because people of CaLD backgrounds are disproportionately represented in vulnerable sections of the workforce i.e. casual workers, gig economy “workers”, those working in private homes i.e. people employed by those “self-managing” under the NDIS and Aged care programs etc. A further reason for its support of the recommendations is because its constituency includes those who are not proficient in English and or have difficulties in understanding and navigating the industrial relations system. ECCWA’s detailed submission can be accessed from its website.

### **1.10 Place-based funding**

The Ethnic Communities Council (ECCWA) believes that commonwealth and state governments placing increasing emphasis on place based funding is cause for great concern.

ECCWA agrees that a focus on place can drive the collaboration across government that is needed to respond to intransigent issues and that such an approach will help agencies to focus on the complex issues in a location, rather than the single issue or direction of an agency.

However, unlike the mainstream communities, CaLD, indigenous and other minority populations are distributed unevenly across suburbs/regions or whatever units are used by

government agencies in defining “place” for the purpose of funding various programs. In terms of numbers, as a proportion of the mainstream population these minorities will not figure significantly in most instances.

But on the other hand if they were to consider these groups from a metro wide perspective or a south and north of the river perspective you will have a completely different picture.

ECCWA believes this has to be taken into account if the Principles of place-based or whole-place working are to be effectively achieved. They include the following:

- Building services around people and communities;
- Removing barriers to better outcomes and reduced costs through integrated working across agencies;
- Involving the business and voluntary sectors as equal partners;
- Collaborating to put together a workable whole public sector approach, joint responsibility and shared leadership;
- Local innovation and co-design with central government departments;
- Local delivery and investment mechanisms tailored to local needs and circumstances.

[\(https://theknowledgeexchangeblog.com/2015/07/22/place-based-approaches-to-service-delivery/\)](https://theknowledgeexchangeblog.com/2015/07/22/place-based-approaches-to-service-delivery/)

ECCWA would strongly argue that Place-based approaches based on communities of interests rather than those based on “physical locations” would be much more appropriate for effectively addressing the needs of CaLD, indigenous and other minorities.

Many years ago (about 10) the then Department of Community Development or Child Protection as they may have been called set aside one of the 9 grants they were going to provide for Housing/ Homelessness for servicing the CaLD communities.

To their credit they not only agreed with ECCWA’s views but also had different tender specifications for it. So without restricting the tender to just CaLD providers, they wanted all bidders to demonstrate their capacity in terms, of board representation, policies, staffing, service delivery approach etc. and not surprisingly a multicultural service provider won the tender and it is still providing this service.

If DCD had adopted a “geographical” place based approach it is well and truly possible that the state would not have had a “specialist” multicultural and multilingual housing service. Another positive example is that of the Department of Training which set aside funds for a multicultural Workforce Development Centre program, which then became a CaLD Career Development Centre program. Thanks to ECCWA’s advocacy the Department of Training will soon be undertaking community consultations to explore how best the objectives of this program can be achieved in the context of the McGowan’s government’s job strategy. These consultations will hopefully inform how the Department develops its tender documentation for the new program. Failure to adopt the above approach will lead to mainstreaming prevailing at the costs of ethnic and indigenous minorities

### **1.11 2017-18 State Budget Submission**

We provided a very detailed 2017-18 State Budget Submission in which we linked our issues of concern to the Multiculturalism Policy Platform of the ALP. Copies of this submission were sent to the Premier, Treasurer, the Minister for Citizenship and Multicultural Interests and the other members of the Cabinet.

### **1.12 Meetings with Ministers**

ECCWA President and office bearers met with Ministers McGurk and Tinley and Ellery to discuss a number of issues of concern to ethnic communities. It is extremely pleasing to note that the Ministers have taken on board these concerns and in some instances we also had follow up meetings with their staff.

### **1.13 Work with Media**

Several issues that we covered with regard to policy, advocacy and lobbying were reflected in our media releases. These are referred to under the section “Work with Media” on page 23 of this report. Our media releases can also be accessed from our website and Facebook page.

### **1.14 WA NDIS**

ECCWA was one of many organisations that advocated and lobbied hard to persuade the McGovern government to overturn the WA NDIS-Agreement that was entered into by Messrs Barnett and Porter.

ECCWA in its submission to the Minister for Disability Services argued that “if the decision to opt for the WA NDIS model was based on WA consumers getting a better deal, the state government should consider using the resources it would need to cover the 100% administration cost and the 75% risk provisions that it would need to implement the WA NDIS model in the following manner:

- a) Set up a policy unit within your portfolio or the Premier’s to closely monitor the commonwealth’s implementation of the NDIS in WA. This will address the so-called concerns about the deficiencies of the NDIS being administered from Geelong.
- b) Use some of the hundreds of millions saved by not having to meet the aforementioned costs and risks, to address the gaps in service provision that may arise from the commonwealth’s implementation of the scheme.

Whilst the roll out of the NDIS across West Australia continues to pose many challenges, ECCWA is pleased that its efforts and those of other agencies and individuals it worked with paid off in terms of the aforementioned WA NDIS-Agreement entered into by Messrs Barnett and Porter being overturned.

### **1.15 Joint Parliamentary Inquiry into Migrant Settlement Outcomes**

In the 2016-17 annual report ECCWA submission to the above Inquiry was outlined in detail. On Wednesday, 23 August 2017, Suresh Rajan, ECCWA’s Treasurer and Media Spokes Person and Ramdas Sankaran, ECCWA’s President appeared before the Inquiry when it met in Perth. The points they made include inter alia:

- The council wishes to record its commendations to the Attorney-General for his spontaneous and very thoughtful and decisive response to Senator Hanson’s recent stunt in the Senate. It also wishes to commend senators Penny Wong and Richard Di Natale for their support of the Attorney-General’s stance and, indeed, all senators, especially those who stood and applauded the actions of the Attorney-General.
- The vast majority of victims of terrorism globally are Muslims and not members of other religions, and it is the criminality of the perpetrators, not their religious backgrounds, that we should be focusing on if this is an issue of law and order. Substituting racial profiling of criminals with religious profiling will not help us eliminate terrorism or, indeed, any other crime. Our council urges the federal government and indeed all parliamentarians to cease labelling as Islamic terrorism dastardly deeds that are committed by ISIS and such groups, when it is obvious to everyone, including blind Freddy, that Islam does not condone terrorism.
- Two things make Senator Brandis’s stance remarkable and very noteworthy, and I will quote one of them from our media release: ‘Senator Brandis infamously argued that Australians have the right to be bigots in championing the changes to section 18C of the Racial Discrimination Act. This response shows he has found the road to Damascus in accepting the unfettered freedom to abuse, insult et cetera residents of Australia is clearly not in anybody’s interest.’ If I may emphasise, this is particularly relevant to the subject matter of this inquiry.
- The citizenship fiasco that has been playing out in our federal parliament and in the media is incredible from the perspective of the rule of law. And then there was the criticism of judges made by Ministers Hunt, Tudge and Sukkar in an article in *The Australian* in relation to appearance in two cases in which the court had reserved its decision. That was a very poor example to set by way of respect for the rule of law for migrants and refugees aspiring to become Australian citizens, particularly given the

importance this factor is being accorded in the proposed changes to the Australian citizenship eligibility.

- As we indicated in our submission on the character test, it provides for ministerial cancellation of visas without rules of natural justice applying, and that is astounding in a democracy such as Australia, especially when the minister is only expected to be 'reasonably suspicious' that the person has been or is involved in conduct constituting one or more actions mentioned in the act. Denying a person natural justice on such a basis of so-called reasonable suspicion is deplorable for a country that believes in the rule of law and expects its migrants and refugees to abide by it. Examples such as this make it obvious that we have double standards when it comes to applying the rule of law to parliamentarians and to the rest of us in this society, particularly migrants and refugees.
- One of the things that we've done in recent times at the Ethnic Communities Council was to do a study as to how long it is taking most people to achieve their 510 hours of language lessons. The average length of time that we've discovered is about seven years. That's clearly going to the view that, for that seven-year period, without the English competency, there are going to be some issues around integration of people who are coming in without the language skills necessary. So we want to look at the possibilities around that as well.
- The other issue is also around disability services and the provision of translator and interpreting services under the NDIS. I had a previous capacity and just completed my term as the President of the National Ethnic Disability Alliance, and in that capacity we found that the NDIS will fund translator and interpreting services only in respect of a disability related language. The only one that comes under that criterion therefore would be Auslan or disability related languages of that nature. So, for a person with a disability that is maybe a physical disability of some kind who is looking to get access to interpreter services that will not be funded as part of the plan now. As a result of much advocacy on our part, it has actually got to the stage where the NDIS has now agreed to have access to TIS National services for those people. However, the basis of NDIS is choice and control. Once you've removed the ability of a person to go and choose their own service or language service, then you've removed the choice-and-control principle immediately there. You only have one choice of interpreter, and that's the TIS.
- You can't just put all of your money into AMEP and get them to do it in a classroom situation. You've got to have a diversity of approaches. People's learning capacity and the way they learn is unique. Not everybody's—particularly if you are a fairly elderly person or not literate in your own language. You can't do it, so you need a variety of teaching methodology as well.
- What I want to talk about is mainstreaming. We recently learnt that the Australian government has committed up to \$3.9 million over three years for the Mental Health and Multicultural Australia project. The funding is for the period September 2017 to 30 June 2020. Its purpose is: to facilitate a national focus on mental health and suicide prevention for people from CALD backgrounds. Despite this focus, the Department of Health, in its wisdom, chose to have a closed tender. And guess what? They provided three mainstream providers, and completely excluded the CALD sector from applying for this tender. That, in a sense, would answer what you raised. What is mindless about this approach to mainstream is this: for the first five months of this year my staff alone—just one agency—have known of 11 completed suicides. And the secretary of the ECC has drawn another one to our attention. One was as young as 14. One was a single mother with five children and a child as young as 2½. Surely, when you have a situation like this, to have a tender that is closed to three mainstream organisations—I invite you to pick up the phone and ring one of those tenderers and tell them. I did, in my language, that I was depressed and had suicidal thoughts. The response on the other end was: 'I don't understand you. We are a mental-health charity.' I repeated it three times, and that's the response I got. How do we justify putting \$3.9 million of taxpayers' money into those kinds of organisations when specialist multicultural organisations are not given a single cent to do suicide prevention programs?
- From a social cohesion perspective, I think it's important to acknowledge that multicultural organisations are very well placed—if you want to call it de-radicalisation, so be it—to offer programs like that. Again, I think the funding closes today. The Commonwealth announced certain funding. Part of the requirement of that funding is that we must have an initiative on

what the Commonwealth calls Harmony Day. Now, Harmony Day, for those of you who are not aware, actually started off in Western Australia. Minister Mike Board was the one who introduced it. And it so happens that Harmony Day is the United Nations International Day for the Elimination of Racial Discrimination, to commemorate the Sharpeville Massacre. It is not a day that one would think you would have song and dance and food festivals. It's serious, what happened in Sharpeville. It is not something that should be celebrated by way of food and dancing and what have you. We in WA managed to convince then Premier Gallop to substitute Harmony Day with Harmony Week, and since that happened Tasmania and Victoria have followed suit. We've been trying to lobby the federal government. The sooner we do nationally what is happening in these three states, the better it will be for all of us. It is totally meaningless to talk about social cohesion and then insist on us having an event on that day, a day which, as I just described, commemorates the Sharpeville Massacre. For that reason and that reason alone, multicultural services sector chose not to apply for the grant, despite the fact that in the last round of funding, a couple of years ago, two of our three applications attracted interest from the Attorney-General's Department.

- One of the points that we mentioned is that in a multicultural society—and both of us have worked for decades in this sector—despite all the lobbying and advocacy that has gone on, in a strange way the objectives of multiculturalism are now being achieved without ever having to use that word. The changes that have been brought about, particularly in the area of the NDIS and soon in the area of ageing, when you talk about concepts such as consumer directed care, choice and control, reasonable and necessary, will dictate that what multiculturalism has been advocating and lobbying for, for decades, will now become a reality—assuming that these concepts are going to be enacted in the way the policy is meant to be.

### **1.16 ECCWA Response to Better Choices: Youth in WA**

ECCWA commended the McGowan government and Minister Tinley's decision to commission the Better Choices: Youth in WA document and to consult the sector about its contents. However, we expressed the view that the "mainstream" approach being adopted (by the lack of references to the needs, concerns and aspirations of CaLD youth) will be counterproductive. In our response to the above document ECCWA highlighted the following issues:

- Substantive Equality
- Ethnicity Data Collection
- Youth Unemployment and Underemployment
- Mental Health and Suicide Prevention
- Drug and Alcohol
- Recidivism
- Parenting Programs
- Racism and Discrimination
- Community Languages
- Youth in Regional and Rural Areas

### **Recommendations**

ECCWA strongly recommended that the state government considers the following recommendations:

- a) Ensure the inclusion of at least one multicultural services provider for "Re-direction and Re-entry services" as well as for "Access and Engagement Services".
- b) Make it mandatory for state funded providers of youth services to collect relevant ethnicity data and to use the same for planning, monitoring and effective program implementation.
- c) The current Career Centres program should be expanded to include a specific component for CaLD youth and the tender should be restricted to multicultural services providers/agencies that have a demonstrated record in servicing multicultural communities.

- d) Reactivate the Transcultural Mental Health Unit (South East Metro Health region) that ceased operations about two years ago.
- e) Fund a community based Clinical multicultural mental services which should have Youth as one of its priority targets and suicide prevention as another.
- f) Fund a culturally and linguistically appropriate service to address Drug and Alcohol addiction issues amongst CaLD youth.
- g) Fund a culturally and linguistically appropriate service to address Recidivism amongst CaLD youth
- h) Ensure that agencies that received state government funding for parenting programs be held accountable for their parenting programs being accessed by CaLD parents.
- i) Reinvigorated and appropriately fund, as a matter of urgency, an Anti-Racism Strategy along the lines of that developed and implemented by the Gallop government.
- j) WA lags other states in the funding that it provides for the learning of community languages and this should be addressed as a matter of priority.
- k) Explore as a matter of urgency how best CaLD youth in regional and rural areas can gain access to support services that they require

## **1.17 Vice President Women's Issues Report**

### **Introduction**

Following the appointment to this position, I took the opportunity to work closely with members of the ECCWA management committee. I would like to thank in particular Ramdas, Suresh, Rahim and Nasreen who have supported me and encouraged me to learn and understand the multitude of issues that face the CaLD community.

With a strong passion for Women's issues and interests, I undertook to visit a number of Multicultural and mainstream agencies to identify the key issues facing CaLD women. Sadly, I was advised that a major issue was the impact of Family and Domestic Violence on CaLD women. This was raised consistently and given that feedback from the Women's Council for Family and Domestic Violence Services also indicated significant numbers of women in the refuges were of CaLD backgrounds it became clear that we needed to take an active role in looking at the issues and policies affecting women.

The second issue raised with me was the importance and need for a vibrant and coordinated Mentoring programme for women to ensure that they are able to maximise their opportunities and thirdly, that many CaLD women find themselves as primary carer's and after lengthy periods this has impacted on opportunity to pursue an education and or employment. Also isolation in many cases has had an impact on mental health wellbeing.

### **Actions:**

#### **International Women's Day**

Given the above it was important for ECCWA to celebrate this day in March and the theme for the event was "Press for Progress" focusing on the importance of Gender equality and the value of diversity in the community and in the workplace. 170 persons booked for the event.

The event encouraged discussion about how gender equality and diversity adds value to all three sectors of society: Community, Government and Corporate. Following our Keynote speaker Ms Tandi Charmaine Kuwana, Dr Michelle Doray (Curtin University), Kelly Pillay (Corporate Accountant and Financial Planner) and Janine Freeman MLC for Mirrabooka joined her to share their experiences and answered questions from the audience on how best to improve their education and employment opportunities.

The day was highly successful and we were able to honour two wonderful women who had contributed significantly to the multicultural community. The women were Dr Leela de Mel and Eloise Maglizza.

Lastly, once again the priority highlighted by women at this event was the need for an effective mentoring programme to be developed and put into place. This has been discussed and followed up through the Women's Sub-committee and I am pleased to advise that there is work being undertaken by Curtin University and ISHAR to develop such a mentoring programme. The women's sub-committee will continue to communicate with ISHAR and Curtin and provide further updates in the next year.

### **Ethnic Advocacy and Support Team (EAST)**

One of the issues that also became very apparent is the number of gaps between funded services that CaLD persons find themselves in. Unfortunately, in many cases this was very pronounced for women. Hence ECCWA launched a trial advocacy service called EAST.

The goal was to provide advocacy and support to CALD people facing challenging life events.

This team commenced on 9<sup>th</sup> April 2018 and since then we have assisted 20 clients, either case managed or referred to other agencies for support.

The team consists of 2 volunteers working an average of 10 hours per week each.

EAST became fully operational from 4<sup>th</sup> June 2018 for client work and commenced accepting referrals from various agencies, including WA Police, DCP, Doctors Surgeries, and hospitals. We have also received a number of self-referrals.

The 20 clients we have seen so far are across the metropolitan area coming from the following suburbs:

- **North of the River** -Balcatta, Clarkson, Girrawheen, Koondoola, Marangaroo, Mirrabooka, Morley, Nollamara, and Perth.
- **South of the River** - Applecross, Coogee, Riverton, Rivervale, Rockingham and Spearwood and Willetton.

Unfortunately, 75% of the clients assisted have had issues related directly to or post Family and Domestic Violence.

### **Family Violence**

As mentioned earlier this was highlighted as a major issue and the ECCWA has taken on board to tackle Family and Domestic Violence in CaLD communities in a comprehensive manner with regards to service models, policies, education and funding and to encourage Government to not only focus on a Crisis response but a Case management response.

As such we now have regular bi-monthly meetings with the Women's Council for Family and Domestic Violence (WCFDVS). We have also had two meetings with the Director for the Family and Domestic Violence Unit and are in the process of discussions about the opportunity of working together in looking at the States Plan for Responses to domestic violence in relation to the CaLD community.

Our women's sub-committee has also established a working group to look at the issues facing these women and we are attempting to have a consultant work with us to analyse the gaps for CaLD clients in the current State response plan.

### **Women Without Income**

A sub-group of CaLD women highly affected by DV are migrant women without income or access to income. This group is needing significant support from the community and refuges, and ECCWA is again working with WCFDVS to lobby Government for urgent supports to assist them. We are also trying to gather statistics from ECCWA member agencies as to how many DV clients are accessing support from non-DV specific funded services.

## **WA Women's Hall of Fame**

ECCWA nominated three CaLD women who have made substantial contribution in providing services to and or policy and advocacy in relation to issues of concern to women but unfortunately all three were unsuccessful. ECCWA President and Vice President Women's Issues met with Fiona Reid, the Chair of the WA Women's Hall of Fame committee to discuss our concerns and were pleased to note that she has taken on board our concerns and will explore the options we discussed with her to make it possible for CaLD women to be treated more equitably.

## **2 MULTICULTURALISM, INTEGRATION AND COMMUNITY HARMONY PROGRAM**

Goal: To ensure that the benefits of Multiculturalism and multicultural citizenship are achieved and CaLD and wider communities are provided with the information, skills and opportunities to promote Integration and Community Harmony.

ECCWA sought to achieve the above by increasing awareness of and addressing issues relating to racism, discrimination and community harmony within ethnic and the wider communities

### **2.1 Second National Social Cohesion Conference**

Pius and Ramdas attended the conference organised by the University of New South Wales and ECCWA's banner (which was on stage for the period of the conference) and our participation via questions we raised including the celebration of Harmony Day in all states and territories other than WA, Victoria and Tasmania attracted much attention.

The University of New South Wales and sent us a letter thanking us for the bronze sponsorship and our participation in the conference.

### **2.2 Palm Sunday Walk for Justice For Refugees**

ECCWA was a sponsor by virtue of a personal donation we made to support the above, which was held at 38 St Georges Terrace commencing 1 pm Sunday 25<sup>th</sup> March.

The President was a keynote speaker at the City of Canning's Harmony Week Event. As it coincided with "Harmony Day". He accepted the invitation on the proviso that they would observe two minutes silence in commemoration of the Sharpeville Massacre and was pleased that they readily accepted. Perhaps ECCWA should advocate that all events held on 21<sup>st</sup> March should follow the City of Canning's example. We should also start a campaign to abolish Harmony Day which is now being promoted/supported in all but WA, Victoria and Tasmania. Sadly FECCA is also a supporter of it judging by their website and their media release.

### **2.3 Community Cohesion - Department of Social Services –**

Suresh, Nasreen, Anne Pius, Rahim, Carmelita and Ramdas met with Annabell Fenton, Assistant Director, Community Cohesion on 18 January and raised a number of issues of concern regarding social cohesion which included rampant mainstreaming, celebration of Harmony Day on the Day that the UN commemorates the Sharpeville Massacre etc.

### **2.4 Equity**

We produced two editions of Equity and covered topics such as Place-based funding impact on CaLD & other minorities, impact of Unfair & Iniquitous Budget, Claims Council, Launch of video on Hepatitis, Launch of ECCWA's Ethnic Advocacy and Support etc.

## **3 MEMBERSHIP SUPPORT AND SECTOR DEVELOPMENT PROGRAM**

Goal: To broaden membership base which values members is maintained and the developmental needs of the multicultural sector is effectively addressed.

ECCWA undertook the following to enhance its membership base.

### **3.1 Subsidised use of Meeting Rooms and other facilities**

We continued to provide our members subsidised access to our meeting rooms and more members are now using these facilities.

### **3.2 Assistance with funding submissions/Contractual obligations**

ECCWA provided assistance/advice to two of its members on funding submissions and advice to one on how to fulfil funding contractual obligations.

### **3.3 References for Funding submission**

ECCWA provided references to member organisations that nominated it as their referee.

### **3.4 Participation in Member's Celebrations**

The President and members of the management committee participated in a number of events organised by member organisations.

### **3.5 Federation of Ethnic Communities Councils of Australia (FECCA) Involvement:**

#### **3.5.1 FECCA Conference in Darwin**

FECCA provided us \$2500 towards our participation in the conference and this includes airfares, accommodation, conference registration, meals, taxis etc. All other states and territories received the same amount and this was not equitable or consistent with previous years given that airfares to the conference venue was much cheaper in most states compared to WA. FECCA has also refused to waive the membership fee for 2017-18 which is \$1,650. Suresh, Pius, Nasreen and Ramdas attended the Conference. Some of the costs of attending were met by ECC member organisations.

#### **3.5.2 FECCA AGM**

A number of positions were contested by ECCWA representatives but unfortunately none of them were successful. However our views were stridently expressed at the AGM and will be taken into account in future decision making.

#### **3.5.3 ECCWA's Self Suspension of FECCA Membership**

The above eventuated at the 2017 AGM and FECCA was advised of the same. The Chair and Secretary of FECCA negotiated with the ECC President and Secretary in good faith but regrettably that work was undermined. Despite ECCWA ceasing its self-suspension and advising FECCA of the same in person at a FECCA Executive meeting and several time since in writing, FECCA is yet to take the necessary action to formalise ECCWA's membership status. This is an untenable position for a national advocacy organisation.

## **4 Media Involvement**

### **4.1 Media releases**

We issued the following:

1. Christmas a time for Reflection
2. Council Commends Funding Restoration by the McGovern Government
3. Council urges Dutton to think Again
4. Decision to move Multicultural Affairs into the Department of Home Affairs Bizarre, Says Council
5. Council Commends Senator Brandis' response to Pauline Hanson's Burqua Stunt
6. Much to Celebrate but Sadly Much More to Fix
7. Senate's rejection of the Coalition government's citizenship bill has been hailed
8. Vote YES on Marriage Equality says Ethnic Council
9. End of a Magnificent ERA

4.2 Ramdas Sankaran and Suresh Rajan ECCWA's Media Spokesperson were also interviewed by several radio and print journalists and letters they wrote were published by the West Australian in its Letters to the Editor columns. We also wrote at least two opinion pieces for the West Australian Newspaper and were quoted in many publications here and federally.

## Treasurer's Report



I am pleased to present the financial report for 2017-18.

The financial report for 2017-18 includes:

- Statement of Comprehensive Income
- Statement of Financial Position
- Statement of Changes in Equity
- Statement of Income and Expenditure
- Statement of Cash flows
- Summary of significant accounting policies and other explanatory notes

### **Financial Health**

We ended the year as we have in recent years with an operational surplus albeit smaller than the previous year.

As you would be aware ECCWA operated without any funding whatsoever from the state government in 2017-18 as it did for several years prior to it.

Last year Suresh Rajan in his capacity as Treasurer expressed the hope that "with the election of the McGowan government and with the support of Minister Papalia, we are hopeful that we won't have to wait too much longer for this funding to be restored."

This has proven to be the case with Premier McGowan and Minister Papalia approving \$60,000 funding for 2018-19 and we hopefully will be successful in obtaining further project funding for the current financial year.

ECCWA's financial situation is hopefully well on the way to making it possible for us to engage paid staff and diminish the responsibilities that office bearer' have had to shoulder in a voluntary capacity for so many years.

### **Acknowledgements**

I wish to thank Mr. Xiaobing Li who undertook with due diligence, the Review of this year's financial statements in accordance with relevant provisions of the Associations Incorporation Act 2015.

I also wish to thank Ramdas Sankaran, and Suresh Rajan for their input into the review of the financial statements.

Finally I would like to thank the members of the management committee for their valuable contribution in monitoring the Council's finances.

**Rahim Ghauri**  
**Treasurer**

# ETHNIC COMMUNITIES COUNCIL OF WESTERN AUSTRALIA INC.



## FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2018

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## **ETHNIC COMMUNITIES COUNCIL OF WA INC.**

### **STATEMENT BY THE BOARD OF MANAGEMENT**

In the opinion of the Management Committee, the financial report as set out on pages 3 to 7:

- (1) Presents a true and fair view of the financial position of Ethnic Communities Council of WA Inc. as at 30 June 2018 and its performance for the year ended on that date in accordance with the accounting policies used and described in Note 1.
- (2) At the date of this statement, there are reasonable grounds to believe that Ethnic Communities Council of WA Inc. will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Board of Management and is signed on its behalf:



**Rahim Ghauri**  
**TREASURER**



**Ramdas Sankaran OAM**  
**President**

**DATED THIS            DAY OF    October    2018**

## Certification of Review

I have reviewed the financial statements of the Ethnic Communities Council of WA (ECCWA) for the year 2017-18 and have formed an opinion about the following under Division 5 of the Associations Incorporations Act 2015:

- (a) whether the financial statements satisfies, the requirements of Part 82 of the Act.;
- (b) whether the association has kept financial records sufficient to enable financial statements or a financial report to be prepared and audited;
- (d) whether the association has kept other records as required by Part 82 of the Act.

ECCWA has given me access to the books of the association and they have provided all information, explanations and assistance necessary for the conduct of this review.

I hereby confirm that the:

- Financial statements of ECCWA satisfies, the requirements of Part 82 of the Act;
- ECCWA has kept financial records sufficient to enable financial statements or a financial report to be prepared and audited;
- ECCWA has kept other records as required by Part 82 of the Act.

  
**Xiaobing Li**  
**Master of Professional Accounting (ECU)**

**Date: 29<sup>th</sup> October 2018**

**ETHNIC COMMUNITIES COUNCIL OF WA INC.  
STATEMENT OF COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 30 JUNE 2018**

<b>INCOME</b>	<b>2018</b>	<b>2017</b>
	<b>\$</b>	<b>\$</b>
Grant Monies Owed to ECCWA	-	2,000
Memberships Fees	1,540	1,030
Hire of ECC Facilities	10,880	11,722
FECCA	2,500	-
Donation	4,081	2,000
Other Incomes	7,318	8,637
<b>Total Income</b>	<b><u>\$ 26,319</u></b>	<b><u>\$ 25,389</u></b>
<b>Expenditure</b>		
Operational Expenses	10,105	6,621
Expenses (Grants/Projects)	5,868	5,806
FECCA	1,650	1,650
Other Expenses	7,467	4,232
<b>Total Expenditure</b>	<b><u>\$ 25,090</u></b>	<b><u>\$ 18,309</u></b>
<b>Net Surplus / (Deficit)</b>	<b>\$ 1,230</b>	<b>\$ 7,080</b>
Other Comprehensive Income	-	-
<b>Total Comprehensive Income / (Loss) for the year</b>	<b><u>\$ 1,230</u></b>	<b><u>\$ 7,080</u></b>

**ETHNIC COMMUNITIES COUNCIL OF WA INC.  
STATEMENT OF CHANGES IN EQUITY  
FOR THE YEAR ENDED 30 JUNE 2018**

	<b>Retained Surplus 2018</b>	<b>Retained Surplus 2017</b>
	<b>\$</b>	<b>\$</b>
Opening balance as at 1 July (at beginning of year)	47,457	40,377
Surplus / (Deficit) for the year attributable to members of the entity	1,230	7,080
Closing balance as at 30 June (at end of year)	<b><u>\$ 48,687</u></b>	<b><u>\$ 47,457</u></b>

**ETHNIC COMMUNITIES COUNCIL OF WA INC.  
STATEMENT OF FINANCIAL POSITION  
AS AT 30 JUNE 2018**

		<b>2018</b>	<b>2017</b>
<b>CURRENT ASSETS</b>		\$	\$
Cash and cash equivalents	2	37,051	35,434
Trade and other receivables	3	2,844	2,016
Prepayments		-	-
		<u>39,896</u>	<u>37,449</u>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	4	11,268	12,052
<b>Total Fixed Assets</b>		<u>11,268</u>	<u>12,052</u>
<b>TOTAL ASSETS</b>		<u>51,163</u>	<u>49,502</u>
<b>CURRENT LIABILITIES</b>			
Trade and other payables	5	2,476	2,044
		<u>2,476</u>	<u>2,044</u>
<b>NON-CURRENT LIABILITIES</b>			
Provisions		-	-
		<u>-</u>	<u>-</u>
<b>TOTAL LIABILITIES</b>		<u>2,476</u>	<u>2,044</u>
<b>NET ASSETS</b>		<u>\$ 48,687</u>	<u>\$ 47,457</u>
<b>MEMBERS' FUNDS</b>			
Retained Surplus		48,687	47,457
<b>TOTAL MEMBERS' FUNDS</b>		<u>\$ 48,687</u>	<u>\$ 47,457</u>

This statement is to be read in conjunction with the accompanying notes.

**ETHNIC COMMUNITIES COUNCIL OF WA INC.**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2018**

	<b>2018</b>	<b>2017</b>
	\$	\$
<b><u>2. CASH AND CASH EQUIVALENTS</u></b>		
Cash at Bank - Commonwealth Bank	-	-
Cash at Bank - Bendigo Bank	36,745	35,334
Cash on hand	306	100
	<b>\$ 37,051</b>	<b>\$ 35,434</b>
<b><u>3. TRADE AND OTHER RECEIVABLES</u></b>		
Australian Taxation Office - GST	2,844	2,016
	<b>\$ 2,844</b>	<b>\$ 2,016</b>
<b><u>4. PROPERTY, PLANT AND EQUIPMENT</u></b>		
Building at cost	26,149	26,149
Less: Accumulated Depreciation	- 14,881	- 14,097
	<b>\$ 11,268</b>	<b>\$ 12,052</b>
<b><u>5. TRADE AND OTHER PAYABLES</u></b>		
Australian Taxation Office - GST	2,476	2,044
Accrued Expenses	-	-
	<b>\$ 2,476</b>	<b>\$ 2,044</b>

**Ethnic Communities Council of WA**  
20 View Street  
North Perth WA 6006

**Statement of Cash Flow**

July 2017 To June 2018

Account Name			
Cash Flow from Operating Activities			
	Grant Income	\$7,117	
	Cash Received from Member Fee	\$1,540	
	Cash Received from Hire of ECC facilities	\$10,880	
	FECCA	\$2,500	
	Donations	\$4,081	
	Interest income	\$201	
	Cash paid to Employees	-\$3,273	
	operational expenses	-\$14,003	
	projects Expenses	-\$5,868	
	Multicultural House Expenses	-\$1,161	
	GST Collected on Sales	-\$1,802	
	GST Paid on Purchases	\$1,505	
	<b>Net Cash Flow from Operating Activities</b>		<b>1,717</b>
Cash Flow from Investing Activities			
			0
	<b>Net Cash Flow from Investing Activities</b>		<b>0</b>
Cash Flow from Financing Activities			
			0
	<b>Net Cash Flow from Financing Activities</b>		<b>0</b>
	<b>Net Increase/Decrease for the period</b>		<b>1,717</b>
	Cash at the Beginning of the period		35,334
	Cash at the End of the period		37,051

**ETHNIC COMMUNITIES COUNCIL OF WA INC.  
INCOME AND EXPENDITURE STATEMENT (DETAILED)  
FOR THE YEAR ENDED 30 JUNE 2018**

<b>INCOME</b>	<b>2018</b>	<b>2017</b>
	<b>\$</b>	<b>\$</b>
Grant Monies Owed to ECCWA		2,000
Memberships Fees	1,540	1,030
Hire of ECC Facilities	10,880	11,722
FECCA	2,500	-
International Women's Day	7,117	8,427
Donation	4,081	2,000
Bank Interest	201	209
<b>Total Income</b>	<b>\$ 26,319</b>	<b>\$ 25,389</b>
<b>Expenditure</b>		
Advertising	486	-
Audit and Accounting Fees	1,000	760
AGM/MC/General Meetings/Functions	226	105
Bank Charges	10	8
Computer Expenses	458	3,540
Depreciation	784	784
Conference & Other Sponsorship	2,500	-
East Operating Expenses	726	-
FECCA	1,650	1,650
Honorarium	3,273	500
Insurance (Association Liability)	859	1,157
Insurance (Business Combined)	1,667	1,062
International Women's Day	4,812	2,018
Launch/Forum Expenses	-	-
Maintenance Furniture / Equipment	1,148	895
Office Cleaning	135	-
Photocopying & Stationery	108	36
Volunteer Grant (other expenses)	330	248
Rates and Taxes	778	760
Security	384	404
Telephone	3,755	4,209
<b>Total Expenditure</b>	<b>\$ 25,090</b>	<b>\$ 18,137</b>
<b>Surplus/(Deficit)</b>	<b>\$ 1,230</b>	<b>\$ 7,252</b>