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Appendix 1

Management overview 2007/08

Accommodation services

The Accommodation Services unit is responsible for procurement, stores, facilities, energy and waste management, maintenance acquisition and disposal of fixed assets. Refurbishments, fit-outs and building maintenance are also monitored and coordinated by this unit.

The Accommodation Services unit is responsible for ensuring the Commission's compliance with various regulatory and social objectives. In particular the unit prepares and monitors the Commission's performance in respect of:

- asset management plan
- office accommodation strategy
- procurement plan
- waste reduction and purchasing plan

The Commission leases four fleet vehicles which are used for official business travel by staff and Commissioners. One of these vehicles is a hybrid electric-petrol powered vehicle to ensure that the Commission leads by example in its social and environmental responsibilities.

Action plan for women

The Commission adopts the Government-wide approach and guidelines as outlined in the Action Plan for Women.

Women comprised 64 percent of Commission staff, exceeding the 50 percent benchmark public sector target.

Corporate credit cards

The Commission implemented a procurement card policy that was adopted in line with Treasury guidelines.

Disability plan

The Commission has a Disability Action Plan and is reviewing and updating this plan for the 2008-2010 period. The plan has been developed based on the NSW Government's Disability Policy Framework. The Commission supports the central aim of this policy which is to offer people with a disability improved opportunities to share fully in community life in New South Wales.

The Commission's Disability Action Plan outlines the following areas where performance indicators have been identified.

- complaints procedures
- employment in the public sector
- information about services
- physical accessibility
- promoting positive community attitudes
- training staff.

The Commission earlier this year actively reviewed and provided feedback for the recently released draft guidelines for Disability Action Planning by NSW Government agencies and will commence reviewing and updating the current disability plan once the guidelines have been finalised and distributed to all agencies.

Disclosure of controlled entities

The Community Relations Commission does not control entities as described in section 45A (1A) of the Public Finance and Audit Act, 1983.

Energy performance

The Community Relations Commission is committed to achieving savings in energy usage and sustained energy management principles. The Commission has offices at two sites which purchase electricity in the contestable market. The two sites currently purchase six percent of their electricity from renewable sources. The continued purchase of electricity in the contestable market has lowered costs. A reduction in greenhouse gas emissions has been achieved by consumption of green power for the last six years.

Planning

Accountability and responsibility for energy management has been established by the nomination of an Energy Manager and Energy Coordinator.

Where costs are effectively feasible, the Commission will endeavour to continue to reduce energy consumption in buildings and transport. The Commission achieved the GEMP energy reduction target by 15 percent of the 1995 level in 2001 (excluding fleet data). An energy management plan has been completed and identifies energy consumption reduction targets and includes the strategies for all facilities.

Implementation

The Energy Management Plan has established a plan of implementation to enable energy savings to be enhanced. The plan addresses facilities or technologies with the greatest saving potential. The plan has identified suitable funding options to enable energy saving recommendations to be implemented.

Performance

During 2007/08 the Commission purchased the following major energy sources:

Fuel	*Total energy consumed (GJ)	% of total energy	Annual cost excluding GST	Carbon dioxide (CO ₂) greenhouse emissions (tonnes)
Electricity (black coal)	625.8	79.5%	\$19 461	166.2
Electricity (green power)	4.2	0.7%	\$165	-
Petrol	184.5	19.8%	\$4 852	12.2
TOTAL	814.5	100%	\$24 478	178.4

** Estimations of energy consumption have been made where 12 months of data were unavailable.*

There has been a seven percent reduction in overall energy consumption, including vehicles, from last year and a 43 percent reduction compared to the 1995/96 GEMP baseline for buildings only. Consumption goals for each type of fuel have been included in the Energy Management Plan. Total costs are \$1 less than last year.

Future direction

The Energy Management Plan includes the Commission's policy directions, monitoring, targeting and reporting mechanisms and energy management strategies. These directions, mechanisms and strategies will be implemented during 2008/09 where possible.

Implementation of price determinations

During the year there were no price determinations which had a significant effect on the operation of the Community Relations Commission.

Internal audit and risk management

In May 2007 the Commission requested an enterprise-wide risk assessment which was facilitated by the Commission's internal auditors, Deloitte Touche Tohmatsu.

The assessment assisted the Commission to identify, evaluate and better manage strategic and operational risks that may be impediments to achieving its objectives as articulated in the Results and Services and Corporate Plans. The assessment was also used to develop a three year Strategic Internal Audit Plan.

As part of the Commission's current Strategic Internal Audit Plan, two reviews were conducted during 2007/08:

- fraud and corruption risk assessment and policy
- Community Relations Service review of festivals and project management.

The Commission also conducted a project specific risk assessment for a festival that it co-ordinated during the year at Tumbalong Park, Darling Harbour.

Land disposal

In respect of the reporting period, the Community Relations Commission did not hold, sell or acquire land.

Major assets

The list of major assets is shown in the following table. For the purpose of this annual report, a major asset is an item with a written down value of over \$5,000 on 30 June 2008.

Major assets acquired in 2007/08		
Asset	Cost \$	Written down value \$
Fileserver	11 886	7 483
Fileserver	11 886	7 483
Office		
Neopost folding machine	15 959	15 950

Overseas visits

Person traveling	Date	Country	Purpose	Cost
Stepan Kerkyasharian AM	November 2007	United Kingdom	Address a conference at Australia House on community harmony, jointly organised by Monash University and the Menzies College, London.	\$996.50

Waste management

The Commission uses recycled material whenever possible, provided that the product will not affect the operation of office equipment and is available under government contract. The Commission is committed to reducing the generation of waste and has implemented a number of recycling measures:

- recycling toner cartridges
- recycling used packaging boxes
- using scanners to minimise paper use
- using scrap paper for drafting documents
- reusing specific approval documents
- increasing electronic mail usage in lieu of paper
- providing workstations with separate rubbish and recycling receptacles.

All the Commission's photocopy paper is purchased under government contract as a recycled product.

Appendix 2

Human Resources

Number of staff by division

Location	2004/05	2005/06	2006/07	2007/08
Executive	2	2	2	3
Community Relations Service	21	10	11	7
Financial and Corporate Services	10	10	11	11
Business Services	17	16	19	18
Language Services	25	25	25	22
Regional Relations Service #	0	5	5	5
Government Relations Service #	0	6	5	6
TOTALS	75	74	78	72
Panel of interpreters and translators*	508	601	395	672
Equivalent full time^				52

Divisions created during 2005/06; staff shown previously in Community Relations Service.

* Total number of resources available.

^ Total cost of salaries divided by the applicable annualised salary rate.

EEO management plan

The Community Relations Commission is committed to meeting NSW Government targets in regard to all EEO groups.

The number of staff whose first language is not English comprised 80 percent of staff, which exceeded the target by 60 percent.

The Commission actively sought nominees in the reporting period for the Spokeswomen program.

The Commission also has a designated Aboriginal Torres Strait Islander position.

Ten percent of staff identified as having a disability, with 2.2 percent requiring work related adjustment.

Major planned EEO outcomes for 2008/09

The Commission will further consolidate its Aboriginal recruitment strategy and provide all staff with refresher equal employment opportunity training courses.

Supervisors and managers will also receive targeted training as and when required.

A. TRENDS IN THE REPRESENTATION OF EEO GROUPS

Percentage of total staff, excluding casuals					
EEO group	Benchmark or target	June 2005	June 2006	June 2007	June 2008
Women	50%	63	67	64	64
Aboriginal people and Torres Strait Islanders	2%	0	1	0	0
People whose first language was not English	20%	70	74	68	80
People with a disability	12%	5	9	9	10
People with a disability requiring work related adjustment	7%	0	2.6	2.7	2.2

B. TRENDS IN THE DISTRIBUTION OF EEO GROUPS

Distribution index					
EEO group	Benchmark or target	June 2005	June 2006	June 2007	June 2008
Women	100	89	90	94	92
Aboriginal people and Torres Strait Islanders	100	n/a	n/a	n/a	n/a
People whose first language was not English	100	96	n/a	99	n/a
People with a disability	100	n/a	n/a	n/a	n/a
People with a disability requiring work related adjustment	100	n/a	n/a	n/a	n/a

Notes:

n/a = not applicable: the distribution index is not calculated where EEO group or non-EEO group numbers are less than 20.

Staff numbers are as at 30 June.

Excludes casual staff.

A distribution index of 100 indicates that the centre of the distribution of the EEO group across salary levels is equivalent to that of other staff. Values less than 100 mean that the EEO group tends to be more concentrated at lower salary levels than is the case for other staff. The more pronounced this tendency is, the lower the index will be. In some cases the index may be more than 100, indicating that the EEO group is less concentrated at lower salary levels.

The distribution index is not calculated where EEO group or non-EEO group numbers are less than 20.

Exceptional movements in employee wages, salary and allowances

There were no significant movements in employee related expenses.

Appendix 3

Ethnic Affairs Priorities Statement (EAPS)

Initiatives for EAPS 2008/09 will continue to be built through the development of operational plans to implement the Corporate Plan 2007-12.

The key achievements during 2007/08 were:

Corporate plan objective	Standards framework activity area	EAPS standards framework criteria	Performance indicator	Timeframe	Outcomes
1.3	Planning and evaluation	EAPS SF A.3.1: Corporate plan has cultural diversity as a feature of service environment	EAPS Forward Plan linked to Corporate Plan 2007-12	Ongoing Ongoing Ongoing Ongoing	<ul style="list-style-type: none"> EAPS forward plan 2003-06 implemented EAPS included as a standing item at monthly Commission meetings 2007-12 corporate plan approved Assisted in high level planning in the State Plan, the NSW Government Immigration and Settlement Planning Committee and EAPS planning of NSW key agencies.
2.1	Planning and evaluation	EAPS SF A.2.2: Collect data on client requirements for language assistance	Data collected and analysed on usage of language services	Ongoing Ongoing Ongoing Completed	<ul style="list-style-type: none"> In 2007/08, priority languages for interpreting assignments were Arabic, Cantonese, Korean, Mandarin, Persian, Spanish, Turkish and Vietnamese Priority languages for translations were Arabic, Chinese, French, German, Indonesian, Japanese, Korean, Spanish and Thai Additional casual panellists recruited to meet the above growing demand, including new and emerging languages such as Dinka, Kinyarwanda, Kirundi, Krio, Luganda, Sudanese Arabic and Swahili A recruitment drive took place during May targeting the following languages: Albanian, Amharic, Assyrian, Auslan, Bengali, Bosnian, Cook Islands Maori, Croatian, Dinka, Fijian, Filipino, Gujarati, Hebrew, Hindi, Indonesian, Japanese, Khmer, Korean, Lao, Lithuanian, Malay, Maltese, Punjabi, Pushto, Russian, Samoan, Serbian, Sudanese Arabic, Tamil, Tigrinya, Tongan and Urdu Assisted in the development and implementation of the national interpreter symbol

Corporate plan objective	Standards framework activity area	EAPS standards framework criteria	Performance Indicator	Timeframe	Outcomes
1.1, 1.2, 1.3, 4.1, 4.2, 5.3	Program and service delivery	EAPS SF B.3.1: Organise planned consultations with ethnic communities and clients	Major consultations include: <ul style="list-style-type: none"> • Community Relations Symposium • Youth leaders day • other consultations as required; • EAPS consultations 	<p>Until June 2008</p> <p>Report finalised</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<ul style="list-style-type: none"> • Cabramatta CityWatch Police and Community Forum held in May 2008, as well as community safety seminars held in Arabic, Chinese, Khmer, Lao, Swahili and Vietnamese • As part of an inquiry into the settlement needs of humanitarian entrants from Africa, initiated in September 2005, State-wide consultations were conducted with African communities, service providers and stakeholders • EAPS consultations held with key and non-key EAPS agencies to seek input into the review of EAPS in accordance with White Paper requirements • Four agencies nominated to pilot the revised EAPS standards framework • Regional Advisory Councils continue to consult with ethnic communities across NSW. In Griffith, this assisted in the community response to the death of a young person, and in the Hunter this included targeted consultations with African communities • Regular consultations with the non-government organisation settlement services sector in informed policy development • Participation in festivals and events including the Haldon Street Festival.
1.1, 1.2, 4.1, 4.2, 5.3, 5.4, 6.2	Program and service delivery	EAPS SF B.3.3: Use the outcomes of data analysis and research in the design and evaluation of services	Develop programs and services which are appropriate to the needs of the community	Ongoing and as required	<p>Major achievements (also refer to body of this annual report) includes:</p> <ul style="list-style-type: none"> • negotiations with security industry on the use of public space finalised • Canterbury-Bankstown Community Harmony Round Table, Community Harmony Get to Know Your Neighbour strategy, Media Fact Sheet • Supported the continuing development of the NSW Council for Pacific Communities • Various initiatives in the Cronulla area • Summer Youth Festival at Darling Harbour

Corporate plan objective	Standards framework activity area	EAPS standards framework criteria	Performance Indicator	Timeframe	Outcomes
					<ul style="list-style-type: none"> • Street Festivals Project in 2007/08 were held in Camden, Clarence Valley, Dubbo, Hornsby, Penrith, Waverley and Wollongong • Community Language Allowance Scheme (CLAS) examinations • CommuniLink – web-hosting for ethnic communities • National Multicultural Marketing Awards program • MediaLink ethnic media reporting service available to government and private agencies • EmailLink delivers message directly to ethnic communities via email using database of the Commission • <i>Implementing the Principles of Multiculturalism Locally: A planning framework for Councils</i> launched July 2008 • Community Development Grants Program • Commission's awards in the arts for works which promote cross-cultural understanding and community harmony • Premier's Chinese Community Awards • Commission's awards for volunteering • Cronulla Research Reference Group • Islamic Scripture Steering Committee • AUSMUS incorporated • Establishing of a resource list of respected community members to assist the New South Wales Police and Department of Juvenile Justice to deliver provisions of Young Offenders Act.
1.3, 4.2, 5.3, 5.4	Program and service delivery	EAPS SF B.4.1: Has in place participation forums which contribute to the design and implementation of program and service delivery	Projects are implemented and stated project goals achieved	Ongoing	Participation forums include: <ul style="list-style-type: none"> • Community Relations Youth Day • Community Relations Symposium • Regional Advisory Councils • Multicultural Youth Network • Canterbury-Bankstown Community Harmony Round Table • Cabramatta CityWatch • Settlement Services Coalition • EAPS for a for NSW government agencies

Corporate plan objective	Standards framework activity area	EAPS standards framework criteria	Performance Indicator	Timeframe	Outcomes
7.2	Staffing	EAPS SF C.3.1: Include ethnic affairs requirements in all relevant position descriptions, staff selection training and recruitment and selection guidelines	EAPS requirements in relevant position descriptions	Ongoing Completed	<ul style="list-style-type: none"> All position descriptions, staff selection training and recruitment and selection guidelines include a reference to EAPS Position descriptions for Commission managers include an essential criterion on implementation of the principles of multiculturalism.
3.1, 7.2	Staffing and communication areas	EAPS SF C.3.3 and D2.2: Make information available about languages spoken by Community Language Allowance Scheme (CLAS) officers	Information about the languages spoken by CLAS officers is available	Ongoing	<ul style="list-style-type: none"> 15 officers receive a CLAS allowance, with information available to staff on the common directory.
1.2, 2.1, 5.3, 6.1	Communication	EAPS SF D.2.1 and D.2.4: Translate documents based on ABS data, using accredited translators	Information provided to communities is appropriate and accurate	Ongoing	<ul style="list-style-type: none"> The Commission offers a range of translated information, including a brochure in community languages on how to respond to phone, letter or parcel bomb threats, as well as information on translation fees and fee exemption.
2.1, 3.2	Communication	EAPS SF 2.3 and 3.3: Use professional interpreters	All current account customers can book an interpreter online. Only NAATI accredited interpreters, where accreditation exists, are recruited in the casual panel of interpreters.	Ongoing	<ul style="list-style-type: none"> LanguageLink enables a range of translation and interpreter requests to be conducted online. All customers with an account can book interpreter requests online and will receive email confirmation with details.
5.1, 5.4	Funded services	EAPS E.2.1 and D.3.1: Advise ethnic communities about funded services through advertising in English and community languages	Place information on funded services in English language press, as well as into community languages selected according to information on clients	Ongoing	<ul style="list-style-type: none"> Information on the Community Development Grants program translated into 18 community languages and published in mainstream, regional and ethnic newspapers.
3.1, 6.1	Funded	EAPS E.2.2 and E.3.4: Collect relevant ethnicity data to inform funding decisions	Use ABS data and other data to identify priority needs groups under the funding program	Ongoing	<ul style="list-style-type: none"> Directly involved in the publication of ABS statistics on cultural and linguistic diversity Use relevant data to inform policy advice, submissions and decision-making.

EAPS Forward Plan for 2008/09:

- The Community Relations Youth Leaders Day will be held on 26 August 2008. This all-day event will bring together young people, government and community groups to discuss multicultural youth issues. The youth leaders day precedes the annual Community Relations Symposium.
- Continue to coordinate the State's policies on immigration and settlement through the NSW Government Immigration and Settlement Planning Committee.
- Monitor settlement issues through various forums, such as the Regional Advisory Councils.
- Continue to oversee the implementation of the recommendations of the NSW Government White Paper, Cultural Harmony The Next Decade 2002-2012.
- Continue to implement and monitor EAPS progress using the EAPS Standards Framework within the NSW Health system, and in a separate project within local government.
- Convene, resource and support the Muslim professionals group, AUSMUS.
- Continue work with the Muslim community on development of the Islamic resource kit for scripture teachers.
- Implement the respected community leaders program to assist NSW Police and the Department of Juvenile Justice.
- Continue to promote community harmony and social cohesion strategies.
- Undertake a review of the EAPS program and the EAPS Standards Framework in consultation with public sector agencies.
- Convene forums and seminars where appropriate to assist in the EAPS review process, and provide education and information on EAPS planning to NSW Government agencies.
- Assist NSW Government agencies, on request, in EAPS planning and implementation processes.
- Publish, and collaborate with the Department of Local Government in the launch and distribution of a planning framework to assist local councils to implement the Principles of Multiculturalism locally.
- Promote MediaLink service to State governments and libraries as an information and knowledge base to understand issues and concerns of the diverse communities in Australia. The service will be offered on short term casual basis to encourage the wider community to access information of the ethnic communities
- Promote EmailLink service to organisations or individuals who work with the diverse community as an effective and efficient tool to directly connect with their target audiences.
- Promote MediaLink services to government agencies and the business sector as a tool to understand the events in diverse communities of the State.

- Promote CommuniLink, the Commission's web hosting service at www.communilink.org.au to emerging communities.
- Continue to develop and enhance the Commission's interpreter and translation services, using LanguageLink, the computer system specifically developed for the Commission's need.
- Continue to recruit for interpreters from small and emerging languages through the year.
- Continue to offer further professional training to interpreters working with clients in domestic violence and sexual assault situations.
- Continue the grants programs.
- Continue promotion of the National Multicultural Marketing Awards that encourage and reward the important contribution that our culturally diverse workforce makes to business and the community and reward marketing initiatives that focus on the cultural diversity of Australia.
- Continue to provide executive support to the ten Regional Advisory Councils.
- Continue to consult with the communities across NSW and address identified issues.
- Continue to develop effective partnerships with government and non-government agencies to address regional issues.
- Continue to coordinate information sessions for members of the African communities in various topics across NSW.
- Continue to advise the Commission on regional emerging issues.
- Continue to provide funding assistance to the community groups through the Community Development Grants Program.

Appendix 4

Representation of staff on committees

The Commission was represented by staff on the following committees.

Community Relations Service

Richard Acheson

- Camden Community Focus Group
- Commonwealth/State Working Party on Skilled Migration
- Commission Settlement Services Coalition
- Joint State, Territory and Commonwealth Research Advisory Committee for the Australian Population, Immigration and Multicultural Research Program
- National Working Party on Sexual Servitude and Trafficking
- NSW Government Immigration and Settlement Planning Committee
- Redfern-Waterloo Interdepartmental Senior Officers' Group
- Refugee Review Tribunal Liaison Committee.

Malcolm Haddon

- Commission Settlement Services Coalition (Secretariat)
- NSW Government Immigration and Settlement Planning Committee (Secretariat).

Thida Yang

- Cabramatta CityWatch Council
- Cabramatta East Side Task Force
- Fairfield Mayor's Crime Prevention Reference Group.

Regional Relations Service

Fadel Benhima

- Albury-Wodonga Immigration Settlement Planning Committee
- Griffith Community Action Plan Coordinating Group
- Hunter African Taskforce
- Riverina Immigration Settlement Planning Committee.

Jacqueline Sergeant

- Blacktown Emerging Communities Action Plan Steering Committee
- Blacktown-Mt Druitt Migrant Interagency
- Liverpool Migrant and Refugee Network.

Maret Oser-Tamm

- Cultural Diversity Forum Steering Committee
- Multicultural Reference Group – Illawarra.

Rose Smith

- Central Coast Multicultural Interagency
- Hunter New England Health Multicultural Advisory Committee
- Hunter Refugee Network
- Newcastle Multicultural Interagency.

Government Relations Service

Rosa Droescher

- Housing and Human Services Senior Officer's Group.

Peter Reynolds

- DEEWR/FAHCSIA/Centrelink Multicultural Advisory Forum (Commonwealth)
- Department of Ageing Disability and Home Care Planning for Later Life Forum
- Department of Community Services State Disaster Recovery Committee
- Department of Education and Training Advisory Group on Multicultural Education and Training (AGMET).

Sheetal Challam

- Consumer Trading and Tenancy Tribunal Forum
- Department of Ageing Disability and Home Care Expert Advisory on Cultural Diversity
- Department of Community Services Ethnic Affairs Advisory Group
- Department of Education and Training Access and Education Advisory Group.
- Victims of Crime Interagency (as staff of Community Relations Service).

Business Services

Marte Tagle

- Emergency Management Australia CALD Reference Group
- FOI/Privacy Practitioner's Network
- Justice Sector Information Exchange Coordination Committee
- Records Manager's Forum.

Language Services

Ann Groth

- Attorney General's Department Interpreter and Translator Services Review Reference Group
- Cross Justice Agency Video Conferencing Steering Committee
- National Accreditation Authority for Translators and Interpreters (NAATI) NSW Regional Advisory Council.

Executive Officer

Patricia Giannotto

- State Plan R4 Volunteering Senior Officers Group
- R1 and R3 State Plan Priority Delivery Committee.

Appendix 5

Membership of Regional Advisory Councils

<p>Albury Regional Advisory Council</p> <p>Wajiha Ahmed (Chairperson)</p> <p>Jill Allen</p> <p>Graeme Clarke*</p> <p>Gary Commins*</p> <p>Colin English</p> <p>Paul Garrahy*</p> <p>Sima Golshan</p> <p>Joanne Gould</p> <p>Stephanie Jakovac</p> <p>Allan Mason/Kate Wiley*</p> <p>Cassie McAnanly</p> <p>Charu Mishra</p> <p>Catherine O'Connell*</p> <p>Peter Smith*</p> <p>Maralee Vogel*</p>	<p>Sakina Prasad</p> <p>Geoff Pellizzer*</p> <p>Michael Rowan*</p> <p>Gloria Tappi</p> <p>Tamara Te Huia</p> <p>Dino Zappacosta*</p>
<p>Central West Regional Advisory Council</p> <p>Katrina Banh (Chairperson)</p> <p>Peter Bartley*</p> <p>Steve Bradshaw*</p> <p>Jane Cavanagh*</p> <p>Ann Gallagher</p> <p>Loreen Griffiths*</p> <p>Ray Hallinan*</p> <p>Mir Islam</p> <p>Christina Johansson</p> <p>Madhwan Keshwan</p> <p>Theam-Eng Khoo</p> <p>Elizabeth Makonnen-Desta</p> <p>Trish Strachan*</p> <p>Loami Wilson</p>	<p>Hornsby and Central Coast Regional Advisory Council</p> <p>Angelique Vongsaya (Chairperson)</p> <p>George Bradbury*</p> <p>Cathy Butler*</p> <p>Robyn Cini*</p> <p>Keiko Clements</p> <p>Danielle Habib</p> <p>Adah Hodgins</p> <p>Peter Katsabis</p> <p>Thomas Mangan*</p> <p>Wendy McMurdo*</p> <p>Kian Safaei</p> <p>Mohammed Talib</p> <p>Julie Vaughan*</p> <p>Isei Verevakabau</p> <p>Christine Watts*</p>
<p>Griffith Regional Advisory Council</p> <p>Wajiha Ahmed (Chairperson)</p> <p>Terrie Coogan*</p> <p>John Dowling*</p> <p>Joe Faleu Futi</p> <p>Ken Hampson*</p> <p>Mohammad Kahlou</p> <p>Maxine Kirby</p> <p>Allan Mason*</p> <p>Uate Qasi</p>	<p>Hunter Regional Advisory Council</p> <p>Angelique Vongsaya (Chairperson)</p> <p>Loretta Baker</p> <p>Abdul Bari</p> <p>Steve Bent*</p> <p>Helen Brown</p> <p>Lynne Cohen*</p> <p>Tony Cosentino*</p> <p>Amany George</p> <p>Shakila Kader</p> <p>Mohamed Kamara</p> <p>Jim McArthur*</p> <p>Susan Mullard*</p> <p>Catherine Norman*</p> <p>Simon Pabek</p> <p>Suzanne Riley</p> <p>Ann Smyth*</p> <p>Karen Wilson*</p>

<p>Illawarra Regional Advisory Council</p> <p>Michael Christodoulou (Chairperson)</p> <p>Melissa Abu-Gazaleh</p> <p>Giovanna Cardamone</p> <p>Wayne Dedden*</p> <p>Peter De Natris*</p> <p>Khaled Elhage</p> <p>Paul Humble*</p> <p>Ansu Kamara</p> <p>Jelena Mealy*</p> <p>David Phipps*</p> <p>Verica Sajdovska</p> <p>Jennifer Thompson*</p> <p>Nihal Uckan</p> <p>Clementina Velasco</p>	<p>Clarissa Mulas*</p> <p>Muhammad Mushtaq</p> <p>Juliana Nkrumah</p> <p>Peter Prants*</p> <p>Kathryn Williams*</p>
<p>Macarthur-Liverpool Regional Advisory Council</p> <p>Nedjelko Maruncic (Chairperson)</p> <p>Cindy Cagney*</p> <p>Jim Colvin</p> <p>Gemma Cooney*</p> <p>Ian Foscholo*</p> <p>Angela Manson*</p> <p>Clement Meru</p> <p>Ray Palmer*</p> <p>Joseph Rajab</p> <p>Lorraine Salloum</p> <p>Eman Sharobeem</p> <p>Pallavi Sinha</p> <p>Nhan Tran*</p> <p>Karin Vasquez</p> <p>Gary Worboys*</p>	<p>New England Regional Advisory Council</p> <p>Ezel Jupiter (Chairperson)</p> <p>Anthony Baxter-Tomkins</p> <p>Rod Bayliss*</p> <p>Milovan Cikota</p> <p>Peter Ducat*</p> <p>Vicki Haworth*</p> <p>Mathew Lynch*</p> <p>Angela Lyons</p> <p>Chol Maker</p> <p>Julie May*</p> <p>Wendy Mulligan*</p> <p>Cholhok Gum Naam</p> <p>Clinton Pheeney*</p> <p>Rebecca Spence</p> <p>Helen Swain</p> <p>Edward Whitham</p>
<p>Nepean-Blacktown Regional Advisory Council</p> <p>Michael Christodoulou (Chairperson)</p> <p>Faustino Oja Aboka</p> <p>Edmond Atalla*</p> <p>Ray Filewood*</p> <p>Ana Gacis</p> <p>Jackie Greenow</p> <p>Daryl Jacobs*</p> <p>Victor Kollie</p>	<p>Northern Regional Advisory Council</p> <p>Gambhir Watts (Chairperson)</p> <p>Judith Addleton*</p> <p>Victoria Akek</p> <p>Akok Ater</p> <p>Roger Atwal</p> <p>Dorothy Burns</p> <p>Susan Clarke*</p> <p>Ashley Cooper*</p> <p>Toni Hughes*</p> <p>Paul Klievens*</p> <p>Shauna McIntyre</p> <p>Margaret Munro*</p> <p>Joseph Najambere*</p> <p>Anthony Nebo</p> <p>Kathy Pongrac</p> <p>Mark Wilson*</p> <p>Bill Wood</p>

*denotes a government member

Appendix 6

Language services statistical information

INTERPRETING ASSIGNMENTS 2007/08

Language	Total assignments performed	Language	Total assignments performed
ALBANIAN	8	KAREN	3
AMHARIC	57	KHMER	228
ARABIC	3,226	KOREAN	809
ARMENIAN	32	KRIO	71
ASSYRIAN	227	KURDISH	68
AUSLAN	363	KURDISH (SORANI)	1
BENGALI / BANGLA	141	KURUNDI	4
BOSNIAN	51	LAO	79
BULGARIAN	2	MACEDONIAN	256
BURMESE	71	MALTESE	31
CHALDEAN	2	MONGOLIAN	8
CHINESE	238	NEPALESE	35
CHINESE-CANTONESE	1,225	PERSIAN	620
CHINESE-FUZHOU	1	PIDGIN ENGLISH	2
CHINESE-HOKKIEN	2	POLISH	122
CHINESE-MANDARIN	2,347	PORTUGUESE	145
COOK ISLAND MAORI	32	PUKAPUKAN	1
CROATIAN	147	PUNJABI	121
CZECH	18	PUSHTO	25
DARI	265	ROMANIAN	63
DINKA	223	RUSSIAN	304
DUTCH	3	SAMOAN	278
FANTI	1	SERBIAN	457
FIJIAN	16	SIERRA LEONE	2
FILIPINO	130	SINHALESE	28
FINNISH	2	SLOVAK	11
FRENCH	61	SOMALI	3
FULFULDE	6	SPANISH	525
GERMAN	22	SUDANESE ARABIC	114
GREEK	320	SWAHILI	26
HAZARAGI	33	SWEDISH	4
HEBREW	47	TAMIL	73
HINDI	164	THAI	313
HINDUSTANI	21	TIGRINYA	1
HUNGARIAN	29	TONGAN	188
INDONESIAN	175	TURKISH	551
ITALIAN	180	TWI	59
JAPANESE	117	URDU	73
KANNADA	3	VIETNAMESE	3,119
		TOTAL	18,829

TRANSLATION ASSIGNMENTS 2007/08

Language	Total assignments performed	Total number of words translated	Language	Total assignments performed	Total number of words translated
AFRIKAANS	5	259	KHMER	85	9,764
ALBANIAN	15	1,808	KOREAN	2,713	303,141
AMHARIC	10	1,038	KURDISH	5	544
ARABIC	3,127	393,760	LAO	19	2,372
ARMENIAN	7	1,413	LATVIAN	5	302
BENGALI / BANGLA	22	2,558	MACEDONIAN	187	35,780
BIELORUSSIAN	4	400	MALAY	734	75,537
BOSNIAN	34	3,617	MONGOLIAN	21	2,001
BULGARIAN	23	2,752	NEPALESE	157	16,027
BURMESE	116	11,900	NORWEGIAN	50	5,966
CHINESE	7,328	853,848	PERSIAN	703	85,743
CROATIAN	158	35,555	POLISH	288	36,843
CZECH	199	24,899	PORTUGUESE	844	99,208
DANISH	49	5,575	PUNJABI	8	608
DARI	166	16,662	PUSHTO	16	1,402
DINKA	4	763	ROMANIAN	24	4,525
DUTCH	246	27,271	RUSSIAN	403	59,259
ESTONIAN	1	100	SAMOAN	6	7,500
FIJIAN	1	151	SERBIAN	205	36,776
FILIPINO	19	7,120	SINHALESE	26	2,600
FINNISH	45	6,012	SLOVAK	178	22,495
FRENCH	910	121,278	SLOVENE	16	1,512
GERMAN	934	122,923	SPANISH	1,355	206,509
GREEK	317	100,913	SWEDISH	110	13,651
HEBREW	103	12,200	TAMIL	16	4,218
HINDI	89	33,386	THAI	1,144	123,314
HUNGARIAN	125	14,798	TONGAN	7	8,778
INDONESIAN	1,092	116,054	TURKISH	164	47,697
ITALIAN	596	107,350	UKRAINIAN	91	16,627
JAPANESE	1,371	155,144	URDU	41	5,405
KANNADA	2	200	VIETNAMESE	502	103,778
			TOTAL	27,241	3,521,589

Appendix 7

Grants awarded in 2007/08

The following grants were provided to non-government organisations.

Organisation and purpose	Amount
Affinity Intercultural Foundation <i>Purpose:</i> Sponsorship for the 7th international Inter-Religious Abraham conference.	\$5 000
Ashfield Municipal Council <i>Purpose:</i> Sponsorship for the Ashfield Carnival of Cultures 2007.	\$2 200
Association of Bhanin El Minieh <i>Purpose:</i> Contribution to an Iraqi youth employment project for the Auburn district.	\$22 400
Association of Illawarra Community Language Schools <i>Purpose:</i> Contribution to a community language school project in Cook Island Maori.	\$9 000
Association of San Antonio Di Padova Ltd <i>Purpose:</i> Sponsorship for a 30th anniversary ball.	\$3 000
Auburn Community Development Network Inc <i>Purpose:</i> Contribution to a youth theatre project.	\$8 745
Austral Slovenian Society Tivoli Newcastle Inc <i>Purpose:</i> Sponsorship for an older people project.	\$1 985
Australia Alevi Cultural Centre <i>Purpose:</i> Contribution to employ a worker to address the needs of Alevi women.	\$1 000
Australia Telugu Samithi Inc <i>Purpose:</i> Sponsorship for the Dassera and Deevali festival, 2007.	\$13 000
Australian Chinese Performing Artists Association <i>Purpose:</i> Sponsorship for the 2008 Sydney International Children's Cultural and Arts festival.	\$2 800
Australian Egyptian Council Forum Inc <i>Purposes:</i> Sponsorship for an Egyptian cultural festival, 2007. Sponsorship for an Egyptian cultural festival, 2008. Contribution to employ a youth worker to assist mentoring Egyptian and Sudanese youth.	\$3 000 \$3 000 \$8 745
Australian Lebanese Association of NSW <i>Purpose:</i> Sponsorship for Youth Awards Night 2008.	\$5 000
Australian Lithuanian Community - Sydney Inc <i>Purpose:</i> Sponsorship for the Australian Lithuanian Festival.	\$6 000
Australian Turkish Music Ensemble Inc <i>Purpose:</i> Sponsorship for a Turkish music concert, Anatolian Winds.	\$3 000
Australian Zoroastrian Association <i>Purpose:</i> Sponsorship for a seniors project.	\$3 000
Bankstown City Council <i>Purpose:</i> Sponsorship for the 2007 Bankstown Christmas festival and carols.	\$5 500
Bankstown Multicultural Youth Service <i>Purpose:</i> Sponsorship for an Anzac memorial tour 2008.	\$10 000
Bathurst Information and Neighbourhood Centre <i>Purpose:</i> Contribution to the migrant and refugee mentoring program.	\$8 745
Bharatiya Vidya Bhavan Australia <i>Purpose:</i> Sponsorship for Holi Mahotsav festival of friendship, harmony and colours.	\$5 000
Central Coast Ugnay Kabayan (People's Link) Inc <i>Purpose:</i> Sponsorship for the Central Coast Filipino Australian community fiesta.	\$3 000
Children's Festival Organisation Inc <i>Purpose:</i> Sponsorship for a children's festival, 2008.	\$5 000

Organisation and purpose	Amount
Chinese Australian Services Society Co-op Ltd <i>Purpose:</i> Contribution to an inner west community development project.	\$8 745
Co.As.It. <i>Purposes:</i> Sponsorship for the third annual solo per noi event, celebrating Italian immigration. Sponsorship for a project on Italian well-being groups.	\$3 000 \$6 280
Cowra Information and Neighbourhood Centre Inc <i>Purpose:</i> Contribution to employ a worker to assist the aged members of the community.	\$8 745
Cricket Masala <i>Purpose:</i> Sponsorship for a celebration of culture of diverse communities project.	\$3 000
Croatian Australian Community Council <i>Purposes:</i> Sponsorship for a youth leadership conference and workshops. Contribution to the Harmony Amongst Youth in Sydney project.	\$5 000 \$8 745
Croatian Australian Welfare Centre <i>Purpose:</i> Contribution to employ a worker to provide social welfare services to senior citizens.	\$8 745
Department of Ageing, Disability and Home Care <i>Purpose:</i> Sponsorship for the 2008 Don't Dis My ABILITY campaign.	\$5 000
Diocese of the Armenian Apostolic Church of Australia and New Zealand <i>Purpose:</i> Contribution to employ a youth worker.	\$17 490
Eastwood Chinese Senior Citizens Club Inc <i>Purpose:</i> Contribution to a healthy ageing project.	\$8 745
Ethiopian Community Association in NSW Inc <i>Purpose:</i> Sponsorship for the celebrations of the Ethiopian millennium.	\$2 000
Ethiopian Orthodox Church St Mary's Congregation Inc <i>Purpose:</i> Contribution to employ a worker to provide information and referral services to families.	\$8 745
Ethnic Communities Council of Newcastle and Hunter Region Inc <i>Purpose:</i> Contribution to the Access, Participation and Community Development Co-ordination project.	\$65 000
Ethnic Communities Council of NSW <i>Purpose:</i> Contribution to the Management of Change project.	\$79 000
Feza Foundation <i>Purpose:</i> Sponsorship for the 13th annual Qurban festival, 2007.	\$2 000
Four Winds Concert Inc <i>Purpose:</i> Sponsorship for the 2008 Four Winds Festival at Bermagui.	\$1 500
Friends of STARTTS <i>Purpose:</i> Sponsorship for a Love, Peace, Unity and Togetherness function.	\$1 500
George Cross Falcons Club Inc <i>Purpose:</i> Contribution to employ a community liaison officer.	\$8 745
Greek Orthodox Community of NSW Ltd <i>Purposes:</i> Sponsorship for the 26th Greek Festival of Sydney. Sponsorship for the Greek Festival of Sydney 2008.	\$5 000 \$7 000
Greek Senior Citizens of St George <i>Purpose:</i> Sponsorship for the purchase of equipment for recreational activities.	\$2 500
Greek Welfare Centre <i>Purpose:</i> Contribution to employ a worker to assist the needs of the Greek community in the Hunter region.	
Greenisland Soccer and Sports Inc <i>Purpose:</i> Sponsorship for a Cypriot community harmony project.	\$8 000
Griffith Skills Training Centre Inc <i>Purpose:</i> Contribution to the Griffith Multicultural Youth Partnership project.	\$17 490

Organisation and purpose	Amount
Handital NSW Inc <i>Purpose:</i> Contribution to employ a bilingual support worker for respite care.	\$8 745
Hindi Samaaj Sydney Australia Inc <i>Purpose:</i> Contribution to Hindi language classes at Parramatta and Wentworthville regions.	\$5 000
Hunter Valley Scots Club Inc <i>Purpose:</i> Sponsorship for A Celtic Cultural Experience project.	\$3 000
Illawarra Ethnic Communities Council Inc <i>Purpose:</i> Contribution to the Regional Ethnic Community Development and Management program.	\$65 000
Information and Cultural Exchange <i>Purpose:</i> Sponsorship for an Arabic cultural forum.	\$3 000
Iranian Community Organisation <i>Purpose:</i> Contribution to employ a worker to address relationship issues of parents and youth.	\$8 745
Italian Cultural Association <i>Purpose:</i> Sponsorship for a sculpture commemorating the contribution of the first generation of Italian immigrants.	\$3 000
Italian National Day Celebration Committee <i>Purpose:</i> Sponsorship for the 62nd anniversary celebrations of Italian national day.	\$10 000
Italian Social Welfare Organisation of Wollongong <i>Purpose:</i> Contribution to the companionship program.	\$17 490
Japan Club of Sydney Inc <i>Purpose:</i> Sponsorship for the third Japanese speech contest.	\$2 550
Lao Community Advancement (NSW) Co-op Ltd <i>Purposes:</i> Sponsorship for Laos: Journeys and Memories. Contribution to the Lao youth development programs.	\$3 000 \$8 745
Lebanese Community Council of NSW <i>Purposes:</i> Contribution to the project Many cultures, One Community (Women Project). Sponsorship for an International Women's Day forum.	\$17 450 \$3 000
Lightning Ridge and Region Transcultural Community Council Inc <i>Purpose:</i> Contribution to employ a worker to provide information and referral services.	\$10 000
Liverpool Migrant Resource Centre Inc <i>Purpose:</i> Sponsorship for a Kurdish folklore dance group.	\$3 000
Macedonian Australian Welfare Association of Sydney Inc <i>Purpose:</i> Contribution to a social isolation project for Macedonian families in western Sydney.	\$8 745
Macedonian Literary Association <i>Purpose:</i> Sponsorship for the Macedonian Community Participating in Formation of the Australian History project.	\$1 900
Macedonian Welfare Association Inc <i>Purpose:</i> Contribution to employ a community development and liaison officer.	\$8 745
Maltese Community Council of NSW (Inc) <i>Purpose:</i> Contribution to employ a worker to provide referral services for the community.	\$8 745
Maronite Eparchy of Australia <i>Purpose:</i> Sponsorship for the 2007 Maronite Christmas event.	\$5 000
Marrickville Youth Resource Centre <i>Purpose:</i> Sponsorship for Dance for the Nations.	\$2 460
May Murray Neighbourhood Centre Inc <i>Purposes:</i> Contribution to a community links youth leadership and mentoring project in Sydney's inner west. Contribution to a community links youth leadership and mentoring project in western Sydney.	\$8 745 \$8 745

Organisation and purpose	Amount
Melkite Welfare Association <i>Purpose:</i> Contribution to the Pathways to Employment for Women project.	\$8 745
Menindee Children's Centre Inc <i>Purpose:</i> Sponsorship for Our multicultural community: Promote the importance of understanding cultural diversity.	\$4 000
Monaro Family Support Services Inc <i>Purpose:</i> Contribution to the multicultural activity group in Cooma.	\$8 745
Multicultural Community Council of Griffith Inc <i>Purposes:</i> Contribution to employ a worker to assist members of the Afghani community. Contribution to employ a worker to assist members of the Indian community. Contribution to employ a worker to assist members of the Turkish community.	\$17 490 \$17 490 \$8 745
Multicultural Council of Wagga Wagga <i>Purpose:</i> Contribution to employ a worker to assist newly arrived migrants to access employment opportunities.	\$16 466
Multicultural Neighbourhood Centre <i>Purpose:</i> Contribution to employ a worker to assist with a skills exchange project.	\$8 745
Muslim Women's Welfare of Australia <i>Purpose:</i> Sponsorship for a forum to help parents to approach drug issues with their families.	\$3 000
National Ethnic and Multicultural Broadcasters Council <i>Purpose:</i> Sponsorship for the 2008 national conference.	\$10 000
NSW Federation of Community Language Schools <i>Purpose:</i> Contribution to employ a worker to assist the Federation to provide services.	\$17 490
NSW Spanish and Latin American Association for Social Assistance <i>Purpose:</i> Contribution to the project Young People and Domestic Violence.	\$8 745
NSW Vietnamese Elderly Friendship Association <i>Purpose:</i> Contribution to employ an aged worker to assist senior citizens.	\$8 700
NSWJBD Projects Limited <i>Purpose:</i> Sponsorship for the reprint of a booklet Understanding Judaism.	\$10 000
Outer Liverpool Community Services Inc <i>Purpose:</i> Contribution to a multicultural community awareness day.	\$4 280
Port Kembla Youth Project Inc <i>Purpose:</i> Contribution to the Snapshot project.	\$9 000
Queanbeyan Multilingual Centre <i>Purpose:</i> Contribution to the Communities in Accord project.	\$8 745
Refugee Council of Australia <i>Purpose:</i> Sponsorship for Refugee Week 2008.	\$5 000
Romanian Australian Cultural Society "Southern Cross" Inc <i>Purpose:</i> Sponsorship for a project Australian Personalities of Romanian Background.	\$2 000
Ryde City Council <i>Purpose:</i> Sponsorship for the 2008 Harmony festival.	\$1 000
Ryde Multicultural Centre <i>Purpose:</i> Sponsorship for Together we Grow.	\$3 000
Scottish Australian Heritage Council Inc <i>Purposes:</i> Sponsorship for Scottish Heritage Week, 2007.	\$2 000
Serbian Orthodox Welfare Association of NSW Inc <i>Purpose:</i> Contribution to employ of a worker to assist with the fairplay youth project. Sponsorship for Scottish Heritage Week, 2008.	\$8 745 \$2 000
Senior Italian Australian Community <i>Purpose:</i> Sponsorship for seniors' excursions.	\$2 000

Organisation and purpose	Amount
Smith's Hill High School <i>Purpose:</i> Sponsorship for an open day.	\$500
Southern Riverina Youth Support Services <i>Purpose:</i> Sponsorship for the 2008 Griffith debutante ball.	\$3 000
Sydney Jewish Museum <i>Purpose:</i> Contribution to a project From Unwanted Refugees to Valued Australians.	\$16 745
Sydney Korean Women's Welfare Association <i>Purpose:</i> Contribution to employ a worker to assist with the Helping Hands project.	\$8 745
Sydney Olympic Football Club <i>Purpose:</i> Sponsorship for the 50th anniversary of Pan Hellenic Football Club.	\$5 000
Sydney Talmudical College Association <i>Purpose:</i> Sponsorship for the 2007 Chanukah at the Bay festival.	\$5 000
Sydney West Area Health Service <i>Purpose:</i> Sponsorship for the 2008 Diversity in Health conference.	\$5 000
Telugu Association Inc <i>Purpose:</i> Sponsorship for a Telugu cultural events project.	\$3 000
The Hills Community Aid and Information Service Inc <i>Purpose:</i> Sponsorship for a Community Bridge project.	\$5 000
The Sabian Mandaean Association in Australia Ltd <i>Purpose:</i> Contribution to employ a social worker to address issues in the Mandaean community.	\$8 745
Together for Humanity Foundation Limited <i>Purpose:</i> Contribution to the Community of Caring Communities project.	\$14 000
Turkish Welfare Association Inc <i>Purpose:</i> Contribution to employ a worker to assist with relationship and responsibility issues between children and their parents.	\$17 490
Ukrainian Welfare Association Inc <i>Purpose:</i> Contribution to employ a worker to address the needs of the Ukrainian community.	\$8 745
University of Sydney <i>Purpose:</i> Sponsorship for the Immigrants as Citizens conference, 2007.	\$2 000
Urdu Society of Australia Inc <i>Purpose:</i> Contribution to an Urdu Mushaira project.	\$10 500
Vietnamese Senior Association <i>Purpose:</i> Sponsorship for the Moon Festival.	\$3 000
Camden Council <i>Purpose:</i> Contribution to assist with a street festival.	\$4 545
Community Relations Commission Symposium/Youth Day 2007 <i>Purpose:</i> Contribution to assist with a community consultation event.	\$52 371
Dubbo City Council <i>Purpose:</i> Contribution to assist with a street festival.	\$18 181
Penrith City Council <i>Purpose:</i> Contribution to assist with a street festival.	\$20 000
Wollongong City Council <i>Purpose:</i> Contribution to assist with a street festival.	\$10 000
National Accreditation Authority for Translators and Interpreters <i>Purpose:</i> NSW contribution to NAATI.	\$187 574
Returned grants	
NSW Council for Pacific Communities	2 000
Uniting Care Migrant Resource Tamworth	8 745
Wyoming Community Centre Inc	8 745

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