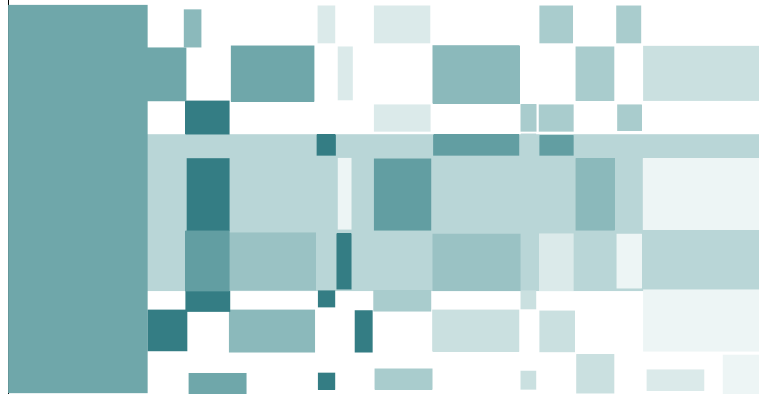




ETHNIC AFFAIRS COMMISSION
OF NEW SOUTH WALES



annual report

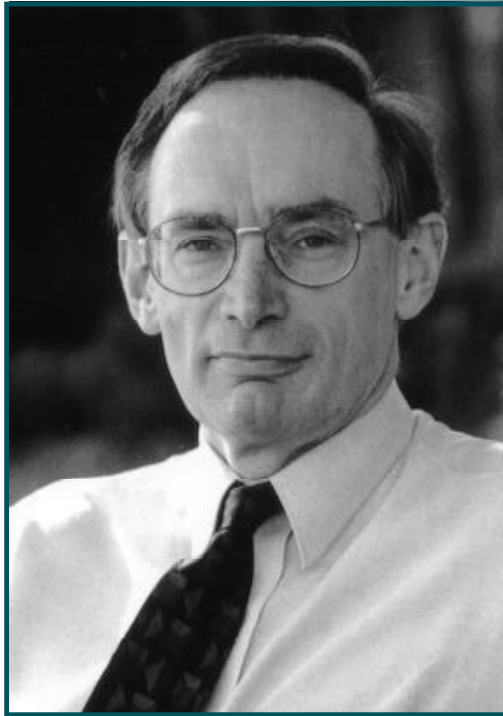
1999 – 2000

NEW SOUTH WALES GOVERNMENT

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*The Hon. R. J. Carr MP
Premier, Minister for Citizenship and Minister for the Arts*



*The Hon. Morris Iemma MP
Minister for Public Works and Services
Minister Assisting the Premier on Citizenship*

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The Hon. R. J. Carr MP,
Premier, Minister for Citizenship,
and Minister for the Arts
Governor Macquarie Tower
1 Farrer Place
Sydney NSW 2000

28 November 2000

My Dear Premier

I have pleasure in presenting the Annual Report of the Ethnic Affairs Commission for the year ended 30 June 2000 for presentation to Parliament.

The report has been prepared in accordance with the requirements of the *Annual Reports (Departments) Act 1985*, and includes a statement of affairs pursuant to the *Freedom of Information Act 1989*.

Yours sincerely

Stepan Kerkyasharian AM
Chair
Ethnic Affairs Commission of NSW

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FOREWORD

from the Chair

1999-2000 was a significant year for ethnic affairs in New South Wales.

The Government continued the move towards the establishment of a Community Relations Commission to replace the existing Ethnic Affairs Commission. The proposed name change has generated active debate among ethnic communities and received extensive media coverage.

The Commission welcomes the proposal to replace the Commission with a Community Relations Commission.

The Community Relations Commission and Principles of Multiculturalism Bill 2000 proposes to extend and enhance the Government's policies of inclusiveness and multiculturalism. The government will:

- , continue to lead Australia in strengthening cultural diversity;
- , ensure Government services are targeted to meet the needs of a diverse population; and
- , work to ensure the people of New South Wales understand and nurture the social, cultural and economic benefits that come with such diversity.

In keeping with these proposals, the Commission continues to work closely with Government agencies to achieve social justice, community harmony and economic and cultural opportunities for the people of New South Wales.

In accordance with the *Ethnic Affairs Commission Act 1979*, as amended, the Commission prepared the third annual Ethnic Affairs Report for Parliament on the status of ethnic affairs in New South Wales. This report informs Parliament about progress in drawing up Ethnic Affairs Agreements between the Ethnic Affairs Commission and other government agencies.

As part of the ethnic affairs program, the Commission continued to monitor public sector agencies to ensure that they comply with guidelines laid down by the Premier and effectively integrate ethnic affairs into their core business.

To prepare for the introduction of the Goods and Services Tax, the Commission organised a major seminar to inform community groups of the impact of the GST, particularly in relation to the Community Development Grants Program.

The 1999 National Multicultural Marketing Awards were an outstanding success with more than 400 guests attending the function at the Sheraton on the Park.

During the year the Commission was commended by the Independent Commission Against Corruption on the steps it has undertaken to minimise the risk of corrupt conduct in the future and deal with suspected corrupt conduct.

I gratefully acknowledge the contribution of the members of the Hunter, Illawarra, Northern, Tamworth-Armidale and Western Sydney Regional Advisory Committees, along with that of their convenors, Commissioners Duilio Rufo, George Harrison, Frank Rasoni and Keith Owen; also, Commissioner Keith Owen as Chair of the Grants Advisory Committee.

I pay tribute to the work of my fellow commissioners, especially my outgoing Deputy Chair Ms Catherine Chung and current Deputy Chair Mr Michael Marx AM, as well as outgoing Commissioners David Giang, Keith Owen, Frank Rasoni, Duilio Rufo and Nada Spasojevic.

In all these achievements I acknowledge the contribution of the Commission staff. I commend their hard work and dedication and thank them all. On behalf of the Commission I also thank the Premier's Ethnic Affairs Policy Adviser Mr Aldo Pennini for his support of the Commission.

In all its undertakings the Commission has benefited immensely by having the Premier the Honourable Bob Carr as its Minister.

The Commission looks forward to consolidating its achievements for the benefit of all people living in New South Wales.



Stepan Kerkyasharian AM
Chair, Ethnic Affairs Commission of NSW

OBJECTS & FUNCTIONS

of the Ethnic Affairs Commission

The Ethnic Affairs Commission of New South Wales was established as a permanent government authority on 1 December 1979. It is established in terms of the Ethnic Affairs Commission Act, 1979, as amended by the Ethnic Affairs Commission (Amendment) Act, 1987 and 1997.

Its objects, set out in Section 15 of the Act, are:

- , To encourage the full participation of persons comprising ethnic groups in the community in all aspects of life in New South Wales, such as the social, economic, public and cultural life of the community;
- , To promote the unity of all ethnic groups in the community as a single society consistently with the recognition of their different cultural identities;
- , To promote liaison and cooperation between bodies concerned in ethnic affairs;
- , To promote the social, cultural and economic benefits of a culturally diverse society
- .

The functions of the Commission, as described in Section 16 of the Act, are:

- , To investigate, and report and make recommendations to the Minister on, any aspect of ethnic affairs which is referred to it by the Minister or which it considers requires action;
- , To examine, and advise the Minister on, any representations made to the Minister by or on behalf of any persons forming or forming part of any ethnic group in the community and referred to it by the Minister;
- , To provide to any persons (whether or not forming or forming part of any ethnic group in the community) services approved by the Minister;
- , To advise the Minister on the most effective use of funds appropriated by Parliament for expenditure in relation to ethnic affairs;

- , To arrange and coordinate meetings, discussions, seminars and conferences with respect to ethnic affairs;
- , To consult with governmental, business, industrial, educational, and community bodies or groups for the purpose of ascertaining a means of improving conditions affecting ethnic affairs;
- , To report and make recommendations to the Anti-Discrimination Board constituted under the Anti-Discrimination Act 1977 on matters relating to the avoidance of discrimination on the basis of ethnic origin;
- , To initiate, negotiate, enter into and where appropriate assist in implementing ethnic affairs agreements between public authorities and the Commission; and
- , To assess the effectiveness of public authorities in implementing the Government's ethnic affairs policies.

NSW PRINCIPLES

of Cultural Diversity

Section 3 of the Ethnic Affairs Commission Act 1979 (as amended) states that:

- (1) Parliament recognises and values the cultural diversity of the people of New South Wales. It does so by supporting and promoting the following principles of cultural diversity:
 - (a) **Principle 1**
All individuals in New South Wales should have the greatest possible opportunity to contribute to, and participate in, all aspects of public life.
 - (b) **Principle 2**
All individuals and public institutions should respect and accommodate the culture, language and religion of others within an Australian legal and institutional framework where English is the primary language.
 - (c) **Principle 3**
All individuals should have the greatest possible opportunity to make use of and participate in relevant activities and programs provided or administered by the Government of New South Wales.
 - (d) **Principle 4**
All public institutions of New South Wales should recognise the linguistic and cultural assets in the population of New South Wales as a valuable resource and promote this resource to maximise the development of the State.
- (2) The principles of cultural diversity are the policy of the State.
- (3) Accordingly, each public authority must observe the principles of cultural diversity in conducting its affairs.
- (4) It is the duty of the chief executive officer of each public authority to implement the provisions of this section within the area of his or her administration.
- (5) The cultural diversity of the people of New South Wales reflects the whole population of New South Wales, which comprises people from a range of cultural, ethnic, linguistic and religious backgrounds. The expression cultural diversity is to be construed accordingly.

VISION & MISSION

Statements

VISION STATEMENT

A society which values cultural diversity as a strength and as an asset and which works together in pursuit of social cohesion and harmony.

MISSION STATEMENT

The Ethnic Affairs Commission will play the leadership role in achieving community participation and harmony by promoting the benefits of cultural diversity, by fostering community development and by ensuring that Government agencies reflect and respond to the linguistic, cultural, racial and religious backgrounds of the people of New South Wales.

Principal Objectives

1. Social Justice

To ensure members of ethnic communities are able to exercise their rights and fulfil their responsibilities, access and use government services which are appropriate to their needs and participate in the public decision making process.

The Commission will further develop channels of communication which allow ethnic communities to have a say in the development of policies. It will work with agencies to develop Agreements which guarantee access to appropriate services.

2. Cultural Diversity

To ensure that the depth of cultural diversity in NSW enriches and benefits all sections of society.

The Commission will enhance the vibrancy of society through support of activities which exhibit our cultural diversity. It will also recognise and promote the economic benefits that flow to NSW through the language and cultural skills of its people.

3. Community Harmony

To ensure that peoples of diverse backgrounds live together in a harmonious society where there is mutual understanding and respect for the individual and commitment to Australia.

The Commission will use its good standing to promote shared values as the foundation of a united modern Australia. It will work to ensure that all beliefs and cultures can prosper in a spirit of tolerance and within the institutional framework of Australia.

Key Result Areas and Strategic Priorities

Agency Partnerships and Agreements

- Develop and manage the EAPS program.
- Negotiate and sign ethnic affairs agreements with selected agencies and evaluate outcomes.
- Produce an Annual Ethnic Affairs Report by 28 February each year.
- Manage partnership projects with other agencies.

Community Liaison and Support

- Implement a community liaison plan to support the Government's ethnic affairs Action Plan 2000 – *Building on our Cultural Diversity*.
- Implement a rural and regional strategy for the Commission.
- Manage the Community Development Grants Program efficiently and effectively.
- Manage and develop the Community Partnership Scheme.
- Review the purpose and strategy of the Commission's grants to communities.

Research Advocacy and Community Education

- Promote community discussion and informed debate on the value of a culturally diverse society and related topics.
- Promote community harmony by fostering activities and public education.
- Produce data and publications to enhance community appreciation of the value of cultural diversity.

Language Services

- Continually improve its service to meet customer demand and retain existing customers.
- Increase its market share.
- Continue to meet its community service obligation.
- Recover the cost on all commercial transactions.
- Be recognised by the Australian Quality Council and the business community as a quality committed enterprise.

Efficient and Effective Management

- Resource and support a coordinated and integrated approach to policy development and planning for the achievement of the Commission's mission and objectives.
- Continually improve service to satisfy customer needs within legislative and budgetary constraints.
- Continue to efficiently and effectively manage the human, financial and physical resources in accordance with all relevant legislation and government policies.
- Integrate and advance information management and technology to significantly improve business operations and service delivery.
- Implement systems that promote and facilitate corporate and personal accountability.
- Establish systems that promote efficient and effective communication across the Commission.
- Encourage and support personal development, best practice and continuous improvement in products, processes and services.
- Promote a safe, positive, productive and harmonious working environment for staff.

ORGANISATION

CHARTS

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ORGANISATION STRUCTURE

Boards and Committees

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ORGANISATION STRUCTURE

Functional

ORGANISATION STRUCTURE

Boards and Committees

as at 30 June 2000

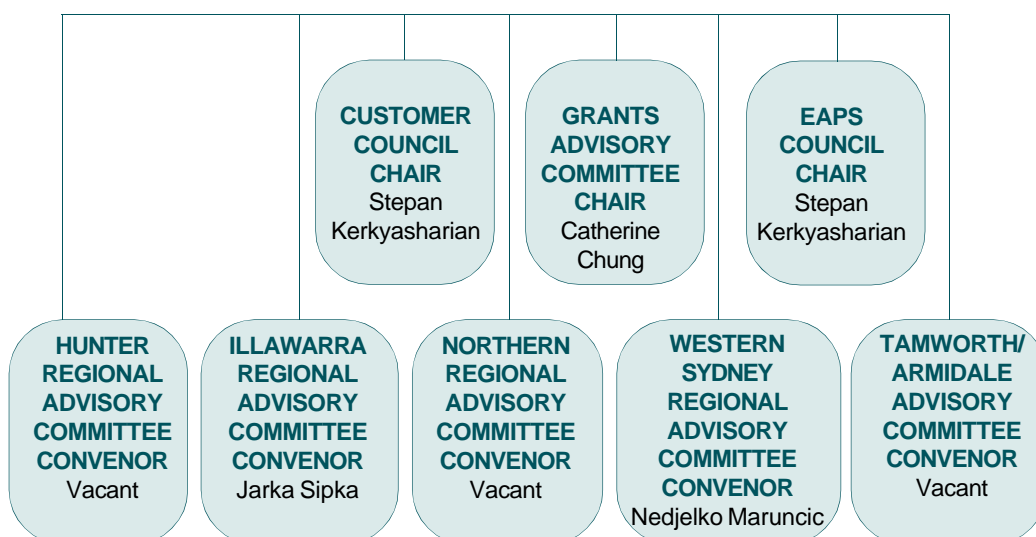
MINISTER FOR CITIZENSHIP
Hon. R. J. Carr, MP

**MINISTER ASSISTING THE
PREMIER ON CITIZENSHIP**
Hon. M. Iemma, MP

**CHAIR
AND CHIEF EXECUTIVE OFFICER**
Stepan Kerkyasharian AM

DEPUTY CHAIR
Michael Marx AM

PART-TIME COMMISSIONERS
Mary Lee
Nedjelko Maruncic
Paula Masselos
Henry Pan OAM
Jarka Sipka



ORGANISATION STRUCTURE

Functional

(as at 30 June 2000)

