

“A Decade of Achievement in Ethnic Affairs”

“Transformation of the whole of the public service sector into a body even more responsive to the needs of the whole community is the key to the future of multiculturalism.”

These words, by Mr Neville Wran, Premier and Minister for Ethnic Affairs, introduce a booklet published by the Ethnic Affairs Commission on the New South Wales Government's main achievements in ethnic affairs since 1976. The Premier launched the booklet at a reception in the State Office Block on 27 September 1985.

Addressing a large audience which included other Ministers and Members of Parliament, as well as representatives of community and government organisations and of the media, Mr Wran said that NSW was moving to a situation where the entire government administration will be diversified to meet the needs of all Australians regardless of ethnic background.

Looking to the future, he said that he had asked the Ethnic Affairs Commission to prepare a three-year plan — an agenda for 1986, 1987 and 1988.

In his Foreword to the booklet, the Premier reflects on the impressive record of New South Wales in ethnic affairs. He sees the reorientation of mainstream services, which will ensure that multiculturalism will survive and prosper in the late 80's and the 90's, as the most important recent achievement.

The document lists numerous initiatives undertaken in the last ten years. The following is a summary of the major points.

The Ethnic Affairs Commission

The main objective of the Ethnic Affairs Commission of New South Wales, established under an Act of Parliament in 1979, is to encourage people of non-English speaking background to take part fully in the life of the State.

To date the major achievements of the Commission include:

- substantial research on Workers' Compensation, unemployment, various aspects of legal, educational and health reform and the situation of particular ethnic communities;

- development of an extensive range of community contacts;
- establishment of the Illawarra, Hunter and Western Sydney Regional Advisory Committees;
- establishment of the interpreting and translating services*;
- establishment of the Overseas Qualifications Unit to provide advice to overseas-trained persons on how to obtain recognition of their qualifications;
- establishment of the resource centre and production of information material;
- provision of funding** to community organisations for their welfare and cultural programs;
- administration of special projects such as the Oral Histories Projects.

*Note:— The Commission engages 34 full-time and over 300 part-time interpreters and translators. They cover 56 languages. In 1984/85 they provided personal assistance in about 40,000 cases and translated some 20,000 pages of legal documents, information material and educational qualifications.

**Note:— Direct grants given by the Ethnic Affairs Commission from 1976-1985 have totalled over \$6.3 million.

Ethnic Affairs Policy Statements

Departments and authorities within the New South Wales Government administration (excepting those with no direct public service function) were directed in 1984 to prepare Ethnic Affairs Policy Statements (EAPS) aimed at ensuring that Government services are accessible to all people in the State and are appropriate to a multicultural society.

Each department's EAPS addresses issues such as publicity and information planning, policy making, research and staff training, firstly by conducting a thorough review of current operations, in order to identify barriers to equal access to people of non-English-speaking background. The Statements incorporate goals which specifically identify the steps needed to ensure equality of access.

They also outline detailed strategies for departments/authorities to follow. Departments are required to report annually to the Premier on progress made towards these goals.

Equal Employment Opportunity

All Government departments, administrative units, statutory authorities, universities and Colleges of Advanced Education have developed equal employment opportunity (EEO) management plans. They aim to identify and eliminate discriminatory practices, policies and procedures and develop strategies aimed at achieving equality of opportunity for women, people of non-English-speaking background, Aborigines and the physically impaired.

Changes resulting from EEO management plans have increased access and mobility in public sector employment for people of non-English-speaking background (NESB).

Major changes have taken place in the following areas: personnel practices such as selection techniques and introduction of merit-based selection criteria, information provision, special language programs, identifying positions requiring bi-lingual skills, training, English on-the-job programs and many others.

Anti-Discrimination

The Anti-Discrimination Board was established in 1977. Its purpose is to eliminate discrimination and to promote equality. In 1985 the Federal and State Governments entered into co-operative arrangements under which the Anti-Discrimination Board now acts as an agent for the Federal Human Rights Commission.

The Anti-Discrimination Board has handled hundreds of complaints of race or ethnic discrimination. It has attempted to facilitate a settlement between involved parties, organised a number of seminars, and carried out research on discrimination in the various areas. The Board recently opened offices in Wollongong and Newcastle.

Education

In 1981, the Minister for Education established an Advisory Committee on Multicultural Education and Ethnic Affairs to advise the Minister and the Education Commission on relevant policy matters.

Primary and Secondary Schools

Recent initiatives in multicultural education in New South Wales Government schools have developed within the framework of the Department's Multicultural Education Policy Statement.

- The initiatives include: implementation of the Multicultural Education Policy in the mainstream curricula of all schools by February 1987; establishment of the Directorate of Special Programs in 1977 and the Multicultural Education Centre within the Directorate; appointment of thirty specialist community language teachers to New South Wales primary schools; establishment of the Saturday School of Community languages in 1978; and production of a number of publications in community languages.
- The State Government has contributed to the funding of the Intensive English/ESL Program in New South Wales.

Ethnic Schools

The Social Policy Unit of the Ministry of Education administers the NSW Ethnic Schools Grants Program which is funded through the Ethnic Affairs Commission's Grants Program.

Technical and Further Education

The NSW Department of Technical and Further Education was the first TAFE authority in Australia to develop a Multicultural Education Policy.

The major initiatives include: the establishment of a Multicultural Education Advisory Committee (1984) to advise on the implementation of multicultural education initiatives in TAFE; the establishment of the Directorate of Special Programs in 1985; and the setting up of a Multicultural Access Centre in 1984.

Other initiatives include employment of 232 bilingual courses information officers, production of information in community languages and special courses.

Adult Migrant Education Service

These programs are funded by the Commonwealth Government, and are administered by the State and provided through the NSW Adult Migrant Education Service.

AMES has twelve Regional Education Centres and employs 75 full-time permanent teachers.

In the past year, the administration of the Adult Migrant Education Service has been restructured to allow for decentralisation and for regional planning.

- A Curriculum Support Unit provides professional advice and assistance to programs and teachers.
- The Language in the Workplace Program established in 1975 currently offers approximately 200 courses per year.

Health Education

- The provision of higher education multicultural and related courses in NSW has increased to a wide range of undergraduate and post-graduate courses in English as a second language, intercultural communication and multicultural education.
- A document, "Higher Education in a Multicultural Society", produced in 1984, provides a basis for the development of appropriate courses.
- A total of nineteen postgraduate courses in the area of multicultural education are now offered across eight tertiary institutions.

Racial Prejudice in the Ethnic Press

An article by Paolo Totaro

Imagine, say, a leading Australian newspaper criticizing a newly published Government report, not because of the research methods used or the conclusions reached. No, but because the report was allegedly prepared for

"people who were not acceptable by any family of man or race".

Would such a statement cause you to raise an eyebrow? Possibly two — and you would lodge the matter with the Press Council or the Ethnic Affairs Commission. The statement, especially if seen in the full context of the article in question, could be seen as serious enough to be raised in Parliament and to be the object of condemnation from many sides of the community.

Imagine further another Australian paper writing about the same report and using its findings to make the racist statement that the problems experienced by the ethnic group (which is the object of the report) are of their own creation because that group

"is backward by nature".

It is a positive fact that our reason refuses to accept even for a moment that serious Australian papers, both mainstream and ethnic, might have written those sentences in the year of Our Lord 1985.

And, yet, the two quotes are straight from recent issues of two ethnic papers. The first was printed directly in English and is a sad echo of past and current difficulties that some groups experience because of unstable political ethnic balances in faraway lands.

The second reflects another kind of prejudice, that of an aberrant child of a great civilization, whose ancestors had been traditionally at war with another great civilization, now the object of this quite unacceptable tirade.

These are but two examples of what occasionally goes on in some ethnic papers, fortunately in a small minority of them, but not in a way which is incapable of influencing readers.

What do we do? The dilemma facing the Ethnic Affairs Commission has at least two horns.

Firstly, should we take the articles seriously? Our answer at this stage in the development of multiculturalism, is that yes, we should take them very seriously: in the same way as if they were manifestations of thoughtlessness and prejudice in any other media.

Secondly, should we fear a wider community backlash, if we expose these issues and then are picked up by unsympathetic mainstream media? Well, we are ready to take that risk.

We believe multiculturalism is mature enough to have these issues raised now to a wider public. If we remain silent, we shall appear as holding double standards. Even worse, it may look to the majority of the good ethnic journalists that we try to appease an ethnic media whose support we always need to convey messages to groups of people isolated by languages.

We have written to both newspapers asking why we shouldn't refer them to the Press Council and to the Association of Foreign Language Papers and drawing their attention to the effects of such intemperate language on their readers.

We said that there is no future for such manifestations of ethnic extremism as these in Australia. In fact, ethnic extremism may eventually be a powerful ally to those who want to wreck multiculturalism as a policy and as a new ethos for the Australian nation. The only future is in ethnic solidarity sky-high above the petty hatreds inherited from history. They are as irrelevant to our life here, as would be the attitude of an Anglo-Australian who tried to revive today his enmity against wartime adversary nations (as represented here for instance by the Chairman of the Ethnic Affairs Commission).

Health

The Health Care Interpreter Service comprises 111 full-time, 100 part-time and 150 sessional interpreters. A Health Translation service translates health-related material.

The Department has issued guidelines to all hospitals in NSW to improve migrant access to hospitals. Community Health services have received a similar set of guidelines.

The Department appointed a number of specialist officers to provide advice and specialist services.

Welfare

The Department of Youth and Community Services has to date identified 68 bilingual positions of Community Welfare Officers. It was the first Department to undertake a special Multicultural Policy.

The Department has set up a Multicultural Policy Unit to operate within the Community Development Policy Unit.

The Department provides funding to a wide variety of ethno-specific services and programs. A Multicultural Welfare Fund was established in 1983/84 to ensure non-English-speaking members of the public were being reached. To date, the total expenditure for Government Services and community grants to ethnic groups in the 1984/85 budget has been \$980,000.

Justice and Legal Services

Court-based interpreter facilities have improved significantly through the Ethnic Affairs Commission interpreting services. In addition to this, three-way phones have been installed in a number of courthouses.

Community Justice Centres meet the needs of members of ethnic communities through employment of bilingual mediators. Centres offer full mediation in twenty community languages.

Two representatives of non-English speaking backgrounds were appointed for three years to the Law Foundation of NSW in May 1985.

Police

Police recruitment procedures and requirements have been amended to attract recruits with community language skills. Other initiatives include: special training courses, establishment of a Community Relations Bureau, advertising in ethnic press and community consulting.

Industrial Relations and Employment

Occupational Health and Safety

Several initiatives have been taken in the broad area of occupational health and safety administration in an attempt to improve the well-being of immigrants in the workforce. These include setting up a special committee to improve workplace safety for workers of non-English-speaking background and producing a series of basic safe-working-practice documents in a number of community languages.

An Ethnic Affairs Unit has been established within the State Compensation Board.

Unions

The achievements of the Labor Council include: The establishment of an Ethnic Affairs Committee; development of an Ethnic Affairs Policy; variations to 37 awards to include the right to learn English-on-the-job; translation of union information into community languages through the Ethnic Affairs Commission; Campaign Against Racism through the union Movement, and a Review of Trade Union Training Authority services to migrant workers.

Employment

Under the Commonwealth Employment Program regional targets have been set. The result has been that NSW has a significantly higher rate of placement of migrant workers in comparison with other States.

Women's Issues

The Women's Co-ordination Unit undertook a community education program on domestic violence specifically for women of non-English speaking background.

- A Migrant Women in Prison Sub-Committee was formed to examine issues of particular concern to migrant women within the prison system.
- Women's refugees throughout the State now employ 31 bilingual workers.

Consumer Affairs

The Department of Consumer Affairs has concentrated its efforts in Ethnic Affairs on information provision and dissemination. The Premier announced on 25 August 1985 that the Government was about to establish an Ethnic Consumer Unit within the Department.

Arts and Culture

Each year the Government makes an award as part of the Premier's Literary Awards in recognition of distinguished achievement by an Australian writer for a work dealing with the experience of immigrants in Australia.

- The Government sponsors the annual Festival of Carnivale which highlights the diversity of cultures in our community.
- The Hyde Park Barracks Museum and the Power House Museum have special displays of a multicultural nature.

Other initiatives include: the State Library's Community Language Lending Service; the allocation by the Library Council of New South Wales of needs-based Special Grants; the Sydney Opera House Trust's annual presentation of the Shell Folkloric Festival; the Frederick May annual scholarship; and grants made by the Cultural Grants Advisory Council to a number of ethnic arts organisations.

For the full text of "Decade of Achievement in Ethnic Affairs, 1976-1985", please fill in the enclosed leaflet and send it to the Information/Publicity Unit, Ethnic Affairs Commission of New South Wales, 189 Kent Street, Sydney 2000.

Visit by Chinese Consul General



The recently arrived Consul General of the People's Republic of China in Sydney, Mr Li Xiling, paid a courtesy visit to the Chairman of the Ethnic Affairs Commission on 11 September. He was accompanied by Mr Xu Jin, Consul of the Consulate General of Sydney.

L to R: Mr Xu Jin (Consul), Mr Li Xiling (Consul-General), Dott. Paolo Totaro (Chairman of The Ethnic Affairs Commission) and Dr Michael Costigan (Secretary of the EAC).

“Eighteen Years After . . . The Turkish Settlement Experience in N.S.W.”

The Ethnic Affairs Commission has released a major research report examining the situation and needs of the Turkish community in Sydney and the Illawarra region.

The title of the Report refers to the signing in 1967 of an agreement between the Governments of Turkey and Australia, arranging for the assisted passage to Australia of Turkish workers and their families.

Relatively small numbers of Turkish Cypriot people had been migrating to Australia since the 1950's but the 1967 Migration agreement marked the beginning of large-scale Turkish migration to Australia. The migration flow was heavily concentrated into the next eight years — over 75% of immigrants from Turkey arrived between 1967 and 1975.

The Commission's report found that the Turkish community is arguably one of the most disadvantaged ethnic groups in NSW. Much of that disadvantage stems from the circumstances surrounding Turkish immigration to Australia.

The Migration Agreement arose from Australia's need to secure a new source of semi- and unskilled labour for its industries, since migration from former, traditional sources was drying up. The Agreement called for the immigration of “a reasonable balance of skilled, semi- and unskilled workers”, but in reality, the vast majority of assisted Turkish immigrants were classified as unskilled.

The Agreement was seen as something of a new departure in Australia's immigration program. Turkey has been called “the first developing country” from which Australia sought to attract immigrants. Certainly Turkish immigration marked the first major influx of Islam to Australia.

Turkish immigration was different in other ways too. Because the migration flow was so concentrated, there was little opportunity for the development of community infrastructures which could assist new immigrants in the settlement process. Then, after the wave of Turkish immigration, there were successive waves of Lebanese and Indo-Chinese migration. Both of these groups had particular and pressing needs for assistance in their resettlement. It does

appear, then, that many service providers turned their attention away from the Turkish community before the community's difficulties had been adequately addressed.

The Commission's Report centres on a survey of 100 Turkish immigrants and their families. The researchers also consulted with Turkish community organizations, and questionnaires were sent both to community organizations and to relevant service providers, seeking their perceptions of the community's needs. The Report also draws upon Census and other survey data to build up as complete a profile of the community as possible.

Major Findings

The Report's findings included the following.

- Nearly two-thirds of men and three-quarters of women in the survey sample can not speak English well or at all, and over 80% can not read or write English well or at all.
- 63% of women and 41% of men had never attended English classes in Australia, and a further 28% of each group had attended classes for less than three months.
- Many Turkish immigrants have been unable to avail themselves of the English learning opportunities provided in Australia, often because of the demands of work and in past times of full employment, Turkish women had very high labour force participation rates and also the lack of childcare facilities at classes.
- 48% of men and 41% of women basic primary education or less, and 71% of survey respondents had no qualifications.

- Turkish people are heavily concentrated in semi- or unskilled occupations in manufacturing industries, but for most, migration has led to a loss of occupational status & skills. Of the survey

respondents who were in the labour force, 78% were employed (or, for the unemployed, had last been employed) in the category Tradespeople/Process Workers/Labours. Only 24% had been employed in this category in Turkey before migration.

The concentration of Turkish people in these occupations, combined with their lack of English language skills, make them very vulnerable to unemployment and to work-related injury or ill-health.

Of the survey sample,

- 23% of males and 43% of females in the labour force were employed.
- 19% of males and 17% of females were receiving worker's compensation payments.
- 74% of people had been unemployed at least once.
- 71% of people had experienced a work-related injury or illness.

Not surprisingly, most people in the survey reported low levels of job satisfaction, while few saw Trade Unions as being particularly helpful to them.

The impact of immigration on family relationships and roles was an area of serious concern.

Turkish women were placed under considerable stress, trying to balance the demands of their traditional domestic roles with the responsibility and independence that paid employment has brought.

Several community organizations and service providers reported that this was leading to high incidences of mental illness among Turkish women. Among Turkish men, unemployment and industrial injuries were also leading to mental health problems.

Many respondents to the survey were worried about their relationships with their children. Parents were afraid that they were losing their children, due to the differing social and cultural values that their children are adopting in Australia, and because, in many instances, children do not speak Turkish well enough to communicate with their parents.

A related problem was that parents were very concerned about the quality of their children's schooling. Parents often had limited understanding of, and even less access to, the school system. Some parents felt that immigrant children in general, and Turkish children in particular, were discriminated against in schools and actively discouraged from continuing on to higher levels.

School was only one area where the respondents felt that they or their families had experienced discrimination; 59% of people felt that they had been discriminated against, by neighbours, police, or workers in Government departments and hospitals.

Although there were few elderly people in the sample, those that were surveyed were in extremely difficult circumstances, unable to speak English, isolated from family and the community, and barely able to function in Australia.

The survey results and the information provided by the community organizations established that the Turkish community faces major difficulties in most areas of daily life — employment, communication, health and welfare and family relationships. However, although a number of Government and non-Government services are available, many people in the Turkish community are not able to make use of the services, either because they don't

know about the services or because they are inaccessible to them. For example, 50% of respondents had never heard of the Anti-Discrimination Board, and 75% had not heard of C.Y.S.S. (the Community Youth Support Scheme).

Although a number of Turkish-speaking people are working in Government departments in the Auburn area (which is Sydney's major suburb of Turkish settlement), there are fewer Turkish-speaking workers in Marrickville — South Sydney (the second major area of concentration), and almost none in other areas. The Report identified what appears to be a strong secondary movement of Turkish people to suburbs in Sydney's west, such as Blacktown and Penrith.

It is important, therefore, that Government departments in those areas monitor closely the numbers of Turkish people using their services, and, as necessary, employ Turkish-speaking staff.

Other findings of interest included:

- In 1981, only 21% of Turkish people had become Australian citizens. However, in that year, the Turkish government allowed dual citizenship for the first time, and in subsequent years the number of Turkish people adopting Australian citizenship has increased. In the survey sample, 55% of respondents were Australian citizens or had applied for citizenships, and a further 22% said they intended to apply.

- Childcare, which in the past has been a major difficulty for the Turkish community, appears to be less of a problem now, for two reasons:
 - (i) in many cases, children have grown up and families no longer need care; and
 - (ii) the high rates of unemployment and Workers Compensation mean that childcare outside the family is not needed.
- 96% of respondents listen to the Turkish-language program on Radio 2EA often or occasionally, but only 34% found the programs satisfactory. Similarly, 97% of people watch Turkish-language programs on SBS-TV, but only 14% were satisfied with SBS.
- Of respondents who were earning income, 52% were receiving either worker's compensation or social security benefits.
- The best aspects of Australia were considered to be living standards, the country's natural beauty and social security benefits.
- The worst aspects were discrimination and racism, homesickness, and unemployment.

The report includes 35 Recommendations directed to Government and non-Government organizations and aimed at removing some of the barriers preventing Turkish people from participating fully in Australian life.

Towards Mainstreaming on a Federal Level

The Ethnic Affairs Commission Response

The National Population Council recently circulated the first draft of a Discussion Paper entitled "Access and Equity in Federal Government Service Delivery to Immigrants in Australia's Multicultural Society".

Tits purpose is to explore the issues and options facing the Federal Government in trying to develop and implement a "mainstreaming" policy within departments delivering services.

The paper begins by defining some key terms and establishing a philosophical basis for "mainstreaming" policies. In its response to the discussion paper the Ethnic Affairs Commission expressed concern about some oversimplifications in this introductory section.

The remainder of the paper examines comprehensively the

questions to be considered in developing and implementing any "mainstreaming" policy initiatives.

The major problem with the Discussion Paper is its underlying assumption that immigrants do not belong in the "mainstream" of society.

In equating "mainstreaming" solely with issues of access and equity in service delivery, the paper ignores more basic structural issues. This perspective consigns ethnic communities and immigrants to the limited and passive role of consumers or clients. It establishes the distinction between mainstream society and its

structures on the one hand, and ethnic communities and immigrants on the other. This precludes any discussion of immigrants' access to the structures themselves, and permits only consideration of their access to the services that those structures provide.

The paper requires mainstream institutions to recognise the diversity in the demographic and cultural composition of society, but it does not require them to reflect that diversity within their own structures. This implicitly accepts that the "mainstream" structures are and will remain monocultural and homogeneous.

The paper does not examine the nature and causes of immigrants' disadvantage. Although it makes the disclaimer (in paragraph 1.7) that "immigrants do not necessarily constitute a disadvantaged group", its failure to explore more thoroughly the needs of immigrants and ethnic communities inevitably creates the assumption that immigrants are disadvantaged, by definition. This reinforces the notion that immigrants are intrinsically different and apart from "mainstream" society and its structures.

The thrust of the paper's argument is that "immigrant status" equals "need" — and hence requires the provision of a range of services (special, ethno-specific, bridging) to meet those needs. This leaves "mainstream" services to meet "mainstream" needs — those shared by all Australians, regardless of place of birth.

This strand in the paper's argument is taken to objectionable lengths in paragraph 2.6, where immigrant status, culture and ethnicity are explicitly labelled as "obstacles and barriers to access and equity".

The paper includes under this heading a fourth area, structural barriers within organisations themselves. The implication is that this is an additional source of obstacles. The paper fails to recognise that in very many instances, the structural barriers are the cause of the disadvantages or obstacles that ethnic communities and immigrants face; it is the very failure of the structures to reflect cultural diversity that creates immigrants' and ethnic communities' needs.

In this instance, the Discussion Paper resorts to blaming the victim.

The paper's argument, then, is that immigrants have special needs because they are immigrants; special services must be provided to meet those needs; once immigrants have only the same needs as all other Australians, their needs can be met by "mainstream" services. The idea of bridging services, which somehow bring immigrants up to "mainstream" level, reinforces this view.

If immigrant status is equated with need, problems of access are easily seen as the problems of individuals, rather than structural issues. The identification of problems outside "mainstream" structures is likely to be met with piece-meal and ad hoc responses as services are adapted or devised to address problems.

If, on the other hand, problems of access are seen as arising from

structural barriers and obstacles set up by the failure of mainstream structures to reflect the diversity of society, then the onus for change falls squarely on those structures themselves. "Mainstreaming" becomes, at least in part, a process of dismantling barriers or removing obstacles.

Any structural barriers which continue to deny access to immigrants are inconsistent with the Federal Government's expressed commitment to social justice for all people. Mainstreaming **must** apply across **all** organisations providing a service to the public.

In failing to make this point effectively, the Discussion Paper denies that immigrants and ethnic communities have a **right** to equal access and equity in the distribution of social resources.

The failure to explore the nature and causes of the disadvantage or needs faced by immigrants precludes a thorough discussion of the role that special or ethno-specific services should play in the context of any mainstreaming policy initiative. The section in the paper dealing with this (paragraphs 5.7 to 5.12) glosses over the complexities of this issue.

Similarly, the equation of "mainstreaming" with service delivery issues ignores the need for structural change to reflect social diversity. If immigrants and ethnic communities are to have "the same rights, responsibilities and opportunities" as others in society, then "mainstreaming" must involve participation — access not only to services but to the policy-making and planning processes of which the services are the outcome.

The Ethnic Affairs Commission accepts that the Discussion Paper is concerned primarily with issues of service delivery, but would urge that this not be made synonymous with "mainstreaming".

It is the nature of commentary papers such as this to focus on points of difference or criticism. The Ethnic Affairs Commission is pleased to see the development within the Federal Government sphere of a consistent and general approach to increasing access for immigrants and ethnic communities across (we hope) the full range of Federal Government services.

Our major concern is that the comprehensiveness of the discussion about formulating and implementing policies on "mainstreaming" is weakened by serious flaws in the arguments as to why and how any "mainstreaming" policy should be undertaken.

- If you like to know what "Ethnos" and the Australian one-hundred dollar note have in common, you don't need to go further than the graphic designer's desk. They both (and the whole range of other Ethnic Affairs Commission publications) have been designed by Mr Harry Williamson, a well known graphic artist and designer. We trust that you find the new designs pleasing to the eye and the content pleasing to the soul.
- Dr Genny Louie of the Project Section left the Ethnic Affairs Commission in September and took up a position with the Adult Migrant Education Service.
- Mr Gary Colquhoun completed his temporary placement with the Commission recently and began work in the Commonwealth Department of Industrial Relations in Canberra.
- After the closure of the Endeavour Hostel in South Coogee, the Villawood Hostel is now the only reception point for all Sydney and new arrivals.
- Ms Carmen Henry has been appointed as the Liaison Officer in the Commission's City Office. Ms Henry has extensive experience in community work, particularly with the Spanish speaking communities.
- A limited number of copies of the Occasional Papers No.8 on Arabic-speaking women and child care and No.9 on unemployed immigrant youth are available from the Ethnic Affairs Commission Information/Publicity Unit.
- The Ethnic Affairs Commission has co-ordinated the inter-State translations for the Family Planning Association's film script on contraception and reproduction.
- A second public meeting of the Immigrant Women's Co-ordination Committee took place at the end of August, 1985. Four working parties on child care; the aged; health and occupational health and safety and education training and re-training have been established. The Committee is working towards the implementation of the recommendations of the National Immigrant Women's Conference.
- The recently completed Legal Terminology course for interpreters proved successful. Ten full-time staff and twenty part-time interpreters participated in this six-

From the EAC Committees

session course which was presented with the co-operation of the Law Society of New South Wales. It is hoped that a similar course will be offered later this year.

- Two of the Ethnic Affairs Commission interpreters, Ms P. Woods and Ms M. Silveira, worked for ten days in September as conference interpreters at the Fourth meeting of the International Commission for the Conservation of Antarctic Marine Living Resources in Hobart.
- Mr Mete Teoman and Mr Swavel Jabrzemski have been appointed as editors/translators in the Community Interpreter and Information Service.
- The recently established Academy of Turkish Music and Fine Arts offers a broad range of activities including music, painting, sculpture, children's theatre and folk dance classes. The Academy has already 200 members and has received support from the Music Board of Australian Council and the Office of the Minister for the Arts.

The Academy is located at 2/3-5 Station Road, Auburn, Telephone 643 1493.

Grants Program

The Commission commenced a review of applications received under Stage II of the Grants Program for 1984/85. A meeting of the Grants Advisory Committee to consider Cultural Grant applications was held on 2 September 1985 and the first meeting to consider welfare applications took place on 12 September 1985.

The notional allocations for each of the funding categories is:

	1985/86	1984/85*
	\$	\$
Welfare	461,300	210,125
Cultural	56,000	28,000
Other (E.C.C., Labor Council etc)	144,700	86,875
W.S.A.A.S.	36,000	18,000
Ethnic Schools	253,000	241,000

*six months only
 @ 1983/84 Program

Illawarra Region Advisory Committee

Health issues were the theme of the Committee's most recent meeting. Dr W. Vickers and Dr G. Mitchell from the Department of Health outlined the existing health services in the Region. Although a team of ethnic health workers and the Health Interpreting Service are in operation, there is an apparent need for more services and additional staff.

The areas of greatest need include: lack of services for Arabic-speaking people; sub-standard accommodation for the interpreters at Port Kembla Hospital and the Ethnic Health Workers in Cringila; hospitals still using non-professional interpreters; lack of sensitivity of some staff in the Regional Office; and the limited hours in which the Interpreting Service is available. Another area singled out as an issue of concern was the services for ethnic aged.

The Committee agreed to take action in respect of a number of the issues raised, in particular to ask for the introduction of a 24-hour Health Care Interpreting Service, the appointment of an Arabic Health Worker and the recruitment of bilingual people into the School of Nursing.

Other issues discussed included funding for an Illawarra Social infrastructure program and the closure of Port Kembla Library.

Hunter Region Advisory Committee

The most recent meeting of the Committee was attended by the Chairman, Dott. Paolo Totaro, who reported on the progress of the Ethnic Affairs Policy Statements (EAPS). The Committee was addressed by Liz Hodges from the Teachers Federation, Jenny Cameron from TAFE Multicultural Unit and Pam Cook, TAFE Tighes Hill College.

The discussion centred on the recent Teachers' Federation's Policy Statements on teaching of English as a second language (ESL) and on community languages.

Ms Hodges highlighted some of the issues the Federation feels are disadvantaging immigrant children. In particular, the Federation is concerned about the following matters:

- request for ESL teaching is up to Principals, which gives rise to difficulties particularly in areas of low density and isolated pockets of immigrant children;

- placements of students in ESL classes, where the teachers were not included in the assessment;
- class sizes;
- working conditions for ESL teachers;
- teaching of community languages, which should reflect the languages of the children in the particular schools.

In TAFE, according to Jenny Cameron, there has been a major shift from ESL teaching to an extensive range of vocational oriented courses and integration of multiculturalism in the mainstream development.

Pam Cook, English Special Programs Co-ordinator of Tighes Hill College, outlined the multicultural programs available in the Hunter.

Western Sydney Region Advisory Committee

Employment was the main issue discussed at the August meeting. Representatives of the Department of Employment and Industrial Relations, the Community Employment Service (CES) and the Ministry of Employment spoke at length about the employment situation in the area. Attention was drawn to the massive population growth in Western Sydney and the special characteristics of the community living in the area. The CES now has a policy of recruiting bilingual staff in areas with high immigrant populations.

According to Mr Stewart from the CES, major problems facing immigrant job-seekers are a lack of English language skills, a lack of recognition of Overseas Qualifications and a lack of formal vocational training.

The Committee felt that the CES could initiate some training in how to approach a job interview.

The members of the Committee also discussed the participation of ethnic communities in the Community Employment Program.

The Committee recommendations focused on the Community Employment Program, its advertising, consultations with the community regarding the new community-based labour market program and employment of bilingual staff in CES Offices.

Other issues discussed included provision of health information to ethnic groups through ethnic media and the organisation of a seminar to take place early in 1986.

Events, News, Views

Education Needs of Immigrants in Western Sydney

A recent review of the education needs of non-English speakers by the Education Working Group of the Western Sydney Region Advisory Committee showed that only six high schools out of eighteen in the Western Sydney Area catered for languages spoken by their students. This is despite the high number of students of non-English-speaking background — for example, 363 at Birrong Boys' High School, 560 at Cabramatta High School and 385 at Canley Vale High School. None of these schools caters for the languages spoken by their students.

The Report on Education Priorities by the Working Group analyses and makes recommendations in a number of areas including teachers training, community language teaching, teacher inservice, liaison with parents and resources available to teachers. The report is currently being considered by the Ethnic Affairs Commission Project Section.

IYY Radio Project Launched

The Premier, Mr Neville Wran, recently launched a major radio project aimed at promoting greater understanding of the problems faced by young people of non-English speaking background.

The three week national radio focus was a joint initiative of the Australian Broadcasting Corporation, the Special Broadcasting Service and the Public Broadcasting Association of Australia.

"Radio Youth Now" comprised a special series of programs, interviews and talk back shows broadcast on national radio between September 22 and October 12.

The Premier said the three week national radio focus was the first major attempt by any media organisation in the country to open public discussion on this topic of major importance.

"The fact that three media organisations have joined with the Federation of Ethnic Communities' Councils, the Australian Institute of Multicultural Affairs and the National Ethnic Multicultural Broadcasting Council to explore the subject is a great tribute to the broadcasting industry," the Premier said.

"Promoting Racial Tolerance" Conference

Community awareness initiatives alone do not create "racial harmony" — as its prerequisite is racial justice. The first step in creating harmonious community relations is to understand how racism operates at the individual and the institutional level. The next step is to identify strategies to challenge it at both levels.

This message emerged clearly at the recent conference on "Promoting Racial Tolerance in a Multicultural Society", organised by the Australian Institute of Multicultural Affairs. The conference was held in Melbourne at the A.I.M.A. Office on 15 and 16 August.

The purpose of the conference was to "strengthen links between organisations interested and involved in promoting awareness and sympathetic understanding of the aims of multiculturalism throughout the wider community, particularly in relation to the promotion of tolerance and a cohesive society".

As the first major gathering of people involved in community relations, the conference faced some confusion about its purpose, its terminology and its implications for the various organisations represented.

Many of the strategies discussed in the three workshops related to the widening of the AIMA's activities to include research as well as liaison and community-related projects.

The major points to emerge from workshops on Research Issues, Community Education and the Legal Issues included —

Research Workshop:

- AIMA should undertake a study in a specified area to develop a theoretical model of community relations.



The Premier and Katina Varelis at launch of "Radio Youth Now" (Photo courtesy of News Ltd)

- Any such study on community relations should be **action** research, involving the community and leading to a change in attitudes and structures. The outcome should be a model which can be used by other organisations in different areas.
- It should be referred to as "Promoting Equality and Combatting Discrimination" in a given area and should look at key areas of discrimination, test the strategies and promote the strategies found to be successful.

Community Education Workshop:

- AIMA should work more closely with the media, assisting them in their research and helping the development of relevant programs.

Legal Issues Workshop:

- Combatting prejudice and discrimination requires legislative action as well as community education.
- Existing legislation on discrimination should be extended. Amendments to the existing legislation should render incitement to racial hatred unlawful.
- Protection of freedom of speech in the proposed Bill of Rights should be qualified.

Although in general the two days were considered beneficial by the participants and by the AIMA, there was disappointment about the lack of focus and the fact that some of the excellent presentations did not inspire more motivating and enlightened discussion.

One reason may be that until recently this issue has not received enough attention and there has been widespread confusion about terminology. For example, the promotion of good community relations has been often confused with "tolerance". After some discussion the participants agreed that the notion of good community relations describes a situation in which different groups operate from equal positions of power and relate to each other as equals. The term "tolerance" instead suggests that there may be co-existence without conflict, but certainly does not qualify the relationship between the groups in terms of power.

Panel Interpreters

Following the Commission's winter campaign to recruit new panel interpreters, examinations were mounted in ten languages and some thirty interpreters invited to attend the recently completed Orientation Course. Owing to the substantial numbers, two consecutive courses were offered, one evening, one afternoon.

In spite of fairly extensive advertising for potential Italian and Spanish part-time interpreters in the Griffith-Leeton area, the response has been disappointing. Only four applications were received. Arrangements are being made to test these applicants.

Community Language Allowance Scheme

The May/June 1985 testing program administered by the Department of Technical and Further Education resulted in applications from 191 people, of whom 153 candidates were examined representing 18 languages. Of these, 131 passed.

As expected, there were high numbers applying in Italian (31), Spanish (24), Greek (24) and Arabic (19). There were fewer in Cantonese (11), Polish (8), German (7), French (6), Croatian (4) and Vietnamese (4). Languages such as Lao, Czech, Slovak, Serbian, Portuguese, Mandarin and Macedonian attracted three or fewer applicants.

The overall failure rate was low, at 4%. These occurred mainly in Arabic (31%), Italian (12.8%) and French (16%). None passed in Macedonian. There was a 100% pass rate in Spanish, Cantonese, German, Lao and Slovak.

Applicant numbers were spread fairly evenly throughout the State Public Service. The Departments with the largest number of applicants were the Department of Motor Transport and the Housing Commission (14), the Attorney-General's Department (12) and the Maritime Services Board (11).

The Commission assisted by providing examiners in ten languages. Action is now in progress to request the Public Service Board and TAFE to mount a second series of tests before the end of this year.

Training for a Multicultural Society

In May 1985, the Commission employed two CHOMI (the Clearing House on Migration Issues) staff as consultants to advise on an

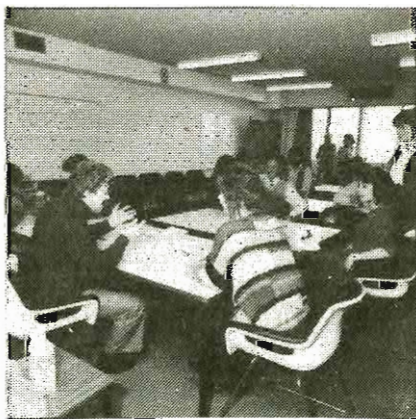
appropriate role for the Ethnic Affairs Commission to take in relation to staff training in the context of EAPS.

Renata Singer and Michael Liffman from CHOMI worked at the Commission in the week of 19-23 August. Three one-day pilot workshops on training for a multicultural society were held for staff development/training personnel. Each workshop consisted of a core module in the morning and a discussion of issues in training for particular groups of people (policy-makers and planners, public contact staff and middle management) in the afternoons.

About eighty people representing some thirty-five Government departments and authorities attended the workshops.

The consultants are now preparing a final report which will include:

- (i) a paper discussing the issues in training for a multicultural society;
- (ii) a "package" or "kit" of broad training programs, for the Ethnic Affairs Commission and other departments to use as a basis for developing suitable training; and
- (iii) a set of recommendations to the Ethnic Affairs Commission about the roles it can/should take to assist trainers in Government departments.



Spanish Speakers Information Manual

The Spanish and Latin American Association for Social Assistance (SLASA) has prepared a resource and information manual about the Spanish-speaking community. This project was a joint venture with the Ethnic Affairs Commission, which has subsidised the printing.

The purpose is to facilitate the flow of information on services, activities and resources available to Spanish speakers. It contains information about Spanish-speaking groups, clubs and professionals, and about community development, health, education, recreation, law, cultural activities and many other matters.

To ensure this information remains pertinent, the **Manual** has been designed so that pages with changes or new material can be added, while obsolete pages are discarded. The **Manual** will be available very shortly.

If you would like a copy or require more information, please telephone Alexandra van der Wiel on 643 2211 or Olga Yoldi on 747 5311 (Ext. 321).

Equal Opportunity Survey

Preliminary analysis of a recent survey of over 60,000 employees in 78 State departments and authorities showed that employment opportunities for women, immigrants and Aboriginal people have changed.

The survey was conducted in March this year by the Director of Equal Opportunity in Public Employment, Ms Alison Ziller.

The survey shows, among other findings, that there are now 60 people born overseas of non-English-speaking background in the top salary bracket compared with only two identified by Professor Peter Wilenski in his 1977 Review of State administration.

In addition, 8.1% of all senior positions are now held by people of non-English-speaking background.

Furthermore, there are now eight Aboriginal people in the top salary category compared with none in 1977.

Mr Wran said the position had now been reached where the proportion of Aboriginal people in the State Public Service was about the same as their representation in the population of New South Wales.

In 1977, there were no female department heads; there are now three. Women have also increased their presence in other top-ranking positions.

Clustering of women in the lowest salary brackets has been reduced from 72.1% in 1980 to 69.2% in 1985 representing a gradual but significant shift upwards in earning capacity.

"This survey has clearly shown the New South Wales Government's Equal Opportunity Program, introduced in 1980, has produced very heartening results in a relatively short period of time," Mr Wran said.

"The innovative lead taken by my Government has been followed by administrations in other States and in the private sector. As a result, unacceptable, discriminatory employment practices are being eradicated.

For more details contact: Ms Alison Ziller, Director of Equal Opportunity in Public Employment, Telephone numbers 240 4454 or 908 2084.

Books

Implications of the Kirby Report for Women

These are papers from a seminar held in Sydney last April by the New South Wales Women's Advisory Council, Women in Education and the Australian Women's Education Coalition. It includes papers on the Kirby Labour Market report and its implications for education, employment, industrial relations, unions and the community services sector. Available from the NSW Women's Advisory Council, Level 8, Goodsell Building, 8-12 Chifley Square, Sydney 2000, (02) 279 541.

Ethnicity, Class and Social Policy in Australia

by A. Jakubowicz, M. Morrissey and J. Paber. *SWRG Reports and Proceedings Number 46, May 1984.*

This paper attempts to identify and analyse the development of current social policies towards ethnic minorities and the relationship between such policies and wider social and political processes in Australian society. It also investigates the effect of these policies and programs on the welfare of ethnic minorities.

Available from the Social Welfare Research Centre, University of New South Wales. \$5.00.

Atlas of Youth Unemployment, 1981

prepared by Peter Matwijiw.

This *Atlas*, just released by AIMA, was prepared as part of the review of Commonwealth labour market programs and services, which resulted in the report *Reducing the Risk*.

The *Atlas* complements the main Report by presenting the location of specific areas of high unemployment within our ten largest cities and highlighting contrasts in unemployment between birthplace groups. Seven computer-generated maps for each city show unemployment rates and also give a geographical summary and an aggregate table indicating the unemployment status of young people in each statistical division. An Appendix also gives youth employment status in statistical form, by Local Government area.

The *Atlas* offers a guide for the development of services for unemployed youth and much previously undocumented information which should contribute to further analysis of unemployment.

Available from the Australian Institute of Multicultural Affairs, 300 Queen Street, Melbourne 3000, (03) 608 6888 1985. Price: \$12.00.

Ethnic Family Values in Australia

edited by Des Storer. Prentice Hall of Australia, 1985, pp 341, \$18.95.

Compiled by the Institute of Family Studies, this is a collection of papers about people born in nine countries, covering seventeen ethnic groups and seven major religions. For each group, the value systems are investigated, with respect to traditional values, changes to traditional values and the effect of migration on these values in Australia in the 1970's and 1980's.

The information was obtained by a combination of a review of the relevant literature and comments from academics in the field, members of relevant ethnic groups and specialists in the countries of origin of the particular ethnic groups.

Ethnic Family Values goes a long way towards an understanding of how the values and cultural backgrounds of people who have migrated to Australia are likely to affect their attitudes to various issues in family life and Australian society as a whole.

The Turkish and Yugoslav Press

by Christabel Young. Survey carried out by the Department of Immigration and Ethnic Affairs.

This is a survey of the content and readership of three Turkish and three Yugoslav newspapers in Melbourne. The study gathered information from readers about their sources of information, their opinions about the importance and coverage of topics in the press and their overall assessment of each newspaper.

The main criticism is that all six newspapers need to provide more practical advice about living in Australia and more news items relevant to the ethnic groups.

Other criticisms are both positive and negative and provide an insight into both the ethnic press and the Turkish and Yugoslav communities in Melbourne.

Available from Australian Government Publishing Services, 1985.

The Economic Effects of Immigration on Australia.

Volume 1 by Neville R. Norman and Kathryn F. Meikle.

This is a major research study prepared by the Committee for Economic Development of Australia and the Department of Immigration and Ethnic Affairs.

Because of the complexity of the issue, the "economics of migration" is rarely analysed in any depth. This study is not meant to be exhaustive or definitive but aims to provide a forum for debate and arouse public awareness of some fundamental issues for Government, industry and the public.

Volume 1 is a lay person's guide to the subject — a summary of a more detailed and technical version (Volume 2). The chapters are written by different individuals or groups and cover such topics as the "Demographic Consequences of Immigration", "Implications for Government Expenditure" and "The Impact of Immigration and the Trade Balance, Capital Flows and Related Variables". Selected references are also provided at the end of this Volume.

Available from Committee for Economic Development of Australia (CEDA), March 1985, pp 203.

Writing in Multicultural Australia

This is a collection of papers presented at the multicultural Writers' Weekends in Sydney and Melbourne in October last year. It provides an insight into multicultural literature with papers from a wide variety of cultural backgrounds and on a number of different topics.

The contributors are all well-known writers in Australia and have written papers on such issues as the literature of particular language groups in Australia, translations, and the prospects for promoting multicultural literature in schools and tertiary institutions.

Available from the Literature Board of the Australia Council, 1985.

Ageing in a Multicultural Society:

the Situation of Migrants from non-English-speaking countries.

AIMA has recently released this report of a study which looks at the

particular needs of the ethnic aged. It is concerned with policy implications and the development of Commonwealth programs and services.

The study produced empirical findings, such as the proportion of overseas-born aged in Australia and the proportion of overseas-born aged living in nursing homes. It also produced non-statistical findings such as the preferences of the ethnic aged with regard to residential care facilities and where they wish to spend their retirement.

The study makes several (14) recommendations ranging from the establishment of an ethnic aged task force to investigating further reciprocal social security agreements with other countries.

Available from the Australian Institute of Multicultural Affairs, 1985
Price: \$4.00.

Dictionary of Race and Ethnic Relations

by E. Ellis Cashmore. Cambridge University Press, 1984. \$42.00 (Hardcover).

This dictionary covers a wide range of topics related to race and ethnic relations. It deals with established areas of study, current debates, specific concepts, influential theories, different schools of thought, significant research projects as well as important historical figures. Some of the entries are substantial essays while others provide short, concise definitions.

Contributions to the **Dictionary** are ordered alphabetically, according to topic. While the work is specifically designed for practitioners, academics, journalists and so on, it would be of interest and use to anyone concerned with race and ethnic relations.

Other Publications

- Locally produced materials in Italian, Greek, Macedonian, Spanish, Turkish, Chinese and Arabic are available from the newly established Community Language Resource Centre, Crown Street Public School, Crown Street, Surry Hills, telephone (02) 332 4381.

- **Do Migrants Earn What They Should?**

The Bureau of Labour Market Research has recently researched the earning experiences of migrants as a follow-up to their analysis of the unemployment records of migrants undertaken late in 1984. The findings are presented by Thorsten Stromback and Lynne S. Williams in the June edition of the *Bulletin of Labour Market Research*.

Available from the Bureau of Labour Market Research, PO Box 399, Canberra City 2601, telephone (062) 45 9111.

- **"Directory of Bi and Multi Lingual Medical Practitioners in Private Practice"**.

A new **Directory** from the Department of Health for the Southern Metropolitan Region — complements the **Directory** for the Western Sydney Region which was published last year.

Available from the Department of Health, Southern Metropolitan Region, March 1985.

- **A Profile of the Migrant Population in Randwick Municipality**

This is a report which identifies the migrant and refugee populations in Randwick and the provision of services to these populations. Available from Randwick Municipal Council, 1985.

- **Multiculturalism as an Educational Policy** by Fazal Rizvi. A recent report from the Policy

Development and Analysis Series, this outlines an alternative approach to policy studies in education. Available from Deakin University, Victoria 3217, 1985.

- **The Macedonian-Speaking Community in Queanbeyan and Canberra: A Demographic and Attitudinal Survey**

A survey which provides basic demographic information from all persons within the Macedonian community and some attitudinal material on issues perceived to be of importance to the community as a whole.

Prepared by the Canberra Regional Office, Department of Immigration and Ethnic Affairs, 1984.

- **"The Lebanese Muslim Woman with Repetitive Strain Injury"**, in **Recovery** Volume 2, Number 5, July 1985 pp.31-37.

This article outlines some of the problems faced by Lebanese Muslim Women who develop RSI. The main problems discussed are the many social and cultural difficulties in attaining and being involved in RSI treatment programs.

- **Special Education Program in TAFE**

An information booklet aimed at increasing the awareness of TAFE education programs to Aborigines, elderly people, women over 25, migrants, unemployed youth and disabled people.

Available from the Department of TAFE.

- **Combatting Prejudice in Schools Project**

— No. 1 **Identifying issues and implementing strategies**, by Kathy Skelton — outlines the project, its progress and its findings.

— No. 2 **Bibliography**, compiled and edited by Kati Sunner — lists publications in several subject divisions related to the **Combatting Prejudice in Schools** project.

- **Community Languages In New South Wales Primary Schools — Administrative Guidelines, Curriculum Guidelines.**

The Multicultural Education Centre has produced these guidelines to assist in the implementation of community language programs in the State. These programs have been progressively developing since the appointment in 1981 of permanent specialist community language teachers to teaching positions in New South Wales primary schools. These guidelines should facilitate further expansion.

Produced by the Multicultural Education Centre, Directorate of Special Programs, NSW Department of Education, January 1985.

Published by the Ethnic Affairs Commission of NSW, 189 Kent Street, Sydney 2000.

Telephone 237 6500

All material in Ethnos may be reproduced with acknowledgements.

General enquiries: Jarka Sipka on 237 6666. Books and publications: Sally Bartley on 237 6988.