

legislative and corporate governance

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Principles of Multiculturalism

Part 1 Section 3(1) of the Community Relations Commission and Principles of Multiculturalism Act 2000 enacts the following principles of multiculturalism:

- (1) *Parliament recognises that the people of New South Wales are of different linguistic, religious, racial and ethnic backgrounds, who, either individually or in community with other members of their respective groups, are free to profess, practise and maintain their own linguistic, religious, racial and ethnic heritage. It does so by supporting and promoting the following principles of multiculturalism:*
 - (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 in which they may legally participate.*
 - (b) **Principle 2** – *All individuals and institutions should respect and make provision for the culture, language and religion of others within an Australian legal and institutional framework where English is the common 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 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) *Parliament also recognises that those principles are based on citizenship. The expression **citizenship** is not limited to formal Australian citizenship, but refers to the rights and responsibilities of all people in a multicultural society in which there is:*
 - (a) *a recognition of the importance of shared values within a democratic framework governed by the rule of law, and*
 - (b) *a unifying commitment to Australia, its interests and future.*

The principles of multiculturalism are to be construed accordingly.
- (3) *The principles of multiculturalism are the policy of the State.*
- (4) *Accordingly, each public authority must observe the principles of multiculturalism in conducting its affairs.*
- (5) *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.*

Members of the Community Relations Commission

as at 30 June 2008



Commissioners from left to right:

Standing: Ezel Jupiter, Michael Christodoulou DO, Nedjelko Maruncic OAM, Gambhir Watts, Michael Marx AM (Deputy Chairperson).

Seated: Katrina Banh, Vivian Pak, Stepan Kerkyasharian AM (Chairperson), Wajiha Ahmed, Angelique Vongsaya.

Dr Stepan Kerkyasharian AM, Chairperson and Chief Executive Officer

Appointed 27 February 1989. Re-appointed to 14 September 2008.

President, Anti-Discrimination Board

Secretary, Cabramatta CityWatch Council

Member, National Accreditation Authority for Translators and Interpreters (NAATI)

Member, Commissioner's Advisory Council on Culturally Responsive Policing

Member, Migration Heritage Centre Panel of Advisors

Member, Tourism Industry Forum

Mr Michael Marx AM, Deputy Chairperson

Partner, Chalmers Marx Lawyers.

Appointed 22 December 1996. Re-appointed to 15 March 2009.

Community involvement:

Trustee, Fund for Jewish Higher Education

Past President and life member, NSW Jewish Board of Deputies

Past President and board member, Waverley Action for Youth Services.

Ms Wajiha Ahmed

Solicitor.

Appointed 15 February 2006. Appointment expires 15 February 2009.

Community involvement:

- Chairperson, Albury Regional Advisory Council
- Chairperson, Griffith Regional Advisory Council.
- Lecturer, Insearch, University of Technology, Sydney
- Member, Geographical Names Board
- Member, Youth Justice Advisory Committee
- Judge, 2008 Dendy Award, Sydney Film Festival

Ms Katrina Banh (youth commissioner)

Law graduate.

Appointed 6 December 2006. Appointment expires 5 December 2008.

Community involvement:

- Chairperson, Multicultural Youth Network
- Chairperson, Central West Regional Advisory Council.
- Choreographer, Ming Der Chinese School dance group

Mr Michael Christodoulou DO

Chiropractor and Osteopath

Appointed 2 March 2005. Re-appointed to 9 April 2011.

Community involvement:

- Acting Chairperson, Nepean-Blacktown Regional Advisory Council.
- Chairperson, Illawarra Regional Advisory Council
- Commission representative to the Federation of Community Language Schools
- Commission representative to the 2006 Cohesive Community School Award of the Department of Education and Training
- Coordinator, United Nations Human Rights Day Committee
- Director, Board of Directors of the Stanmore Hawks Football Club
- Member, Board of World Council of Hellenes
- President, the Cyprus Community of NSW
- President, Federation of Cyprus Communities of Australia and New Zealand

Ms Ezel Jupiter

Team Leader, Centrelink Multicultural Services.

Appointed 17 October 2001. Re-appointed to 26 March 2011

Community involvement:

- Chairperson, New England Regional Advisory Council
- Member, Management Committee, NSW Service for the Treatment and Rehabilitation of Torture and Trauma Survivors (STARTTS)
- Secretary, NSW Turkish Welfare Association.

Mr Nedjelko Maruncic OAM

Company director.

Appointed 11 October 2000. Re-appointed to 8 March 2009.

Community involvement:

Chairperson, Macarthur-Liverpool Regional Advisory Council.

President, Australian Croatian Community Council

Ms Vivian Pak

Partner, KP Lawyers.

Appointed 7 November 2007. Appointment expires 6 November 2010.

Community involvement:

Vice president, Korean Society of Sydney

Deputy Chair, Bendigo Bank, Strathfield Community Bank

President, Strathfield Chamber of Commerce

Legal advisor, Australian Korean Elderly Friendship Association Inc.

Ms Angelique Vongsaya (youth commissioner)

University student.

Appointed 6 December 2006. Appointment expires 5 December 2009.

Community involvement:

Chairperson, Hornsby-Central Coast Regional Advisory Council.

Chairperson, Hunter Regional Advisory Council.

Chairperson, Multicultural Youth Network

Member, board of directors, Lao Community Advancement Co-op Ltd

Mr Gambhir Watts

Company director.

Appointed 6 December 2006. Appointment expires 5 December 2009.

Community involvement:

Chairperson, Northern Regional Advisory Council.

Founder director, Australia India Foundation

National treasurer, Australia, India Business Council

President, Bharatiya Vidya Bhavan Australia

Commissioner whose appointment concluded during 2007/08

Ms Lydia Kamleh

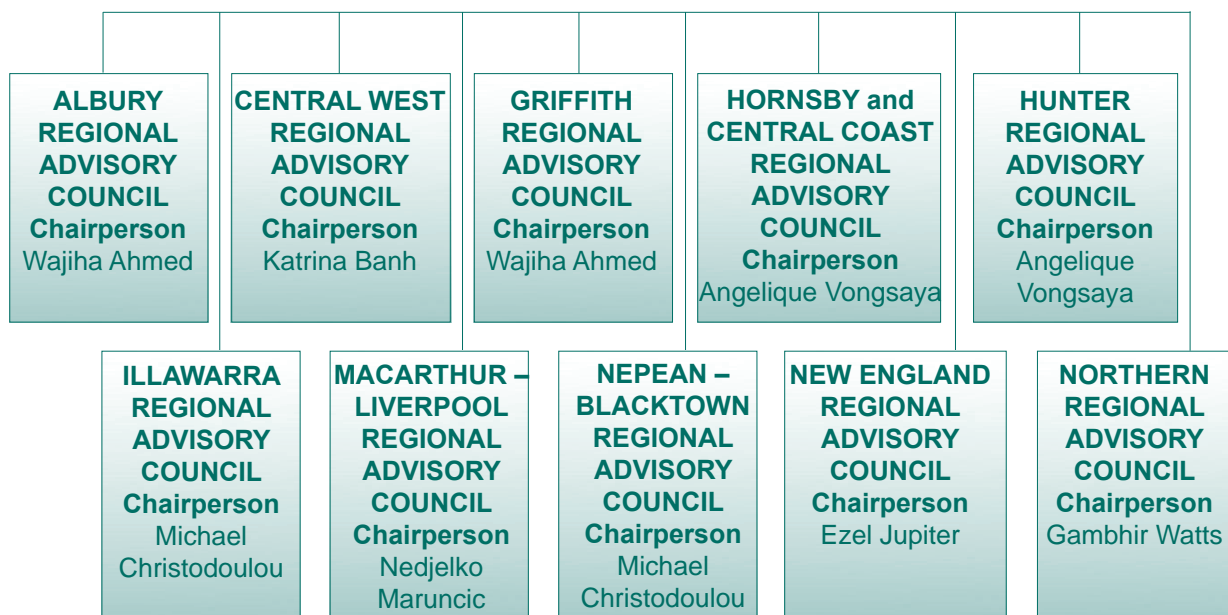
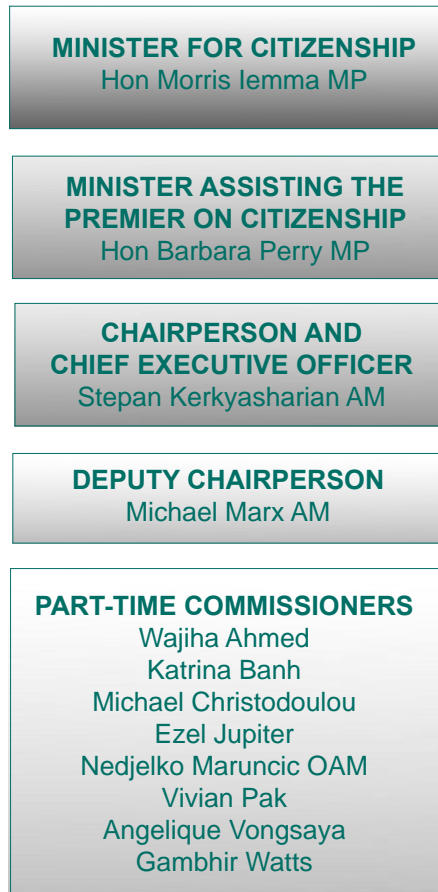
Commissioners' attendance at meetings

Commissioner	Number of meetings eligible to attend	Number of meetings attended
S Kerkyasharian	8	8
M Marx	11	10
W Ahmed	11	9
K Banh	10	8
M Christodoulou	10	10
E Jupiter	7	7
L Kamleh	5	0
N Maruncic	11	9
V Pak	6	5
A Vongsaya	11	11
G Watts	11	11

Organisation structure

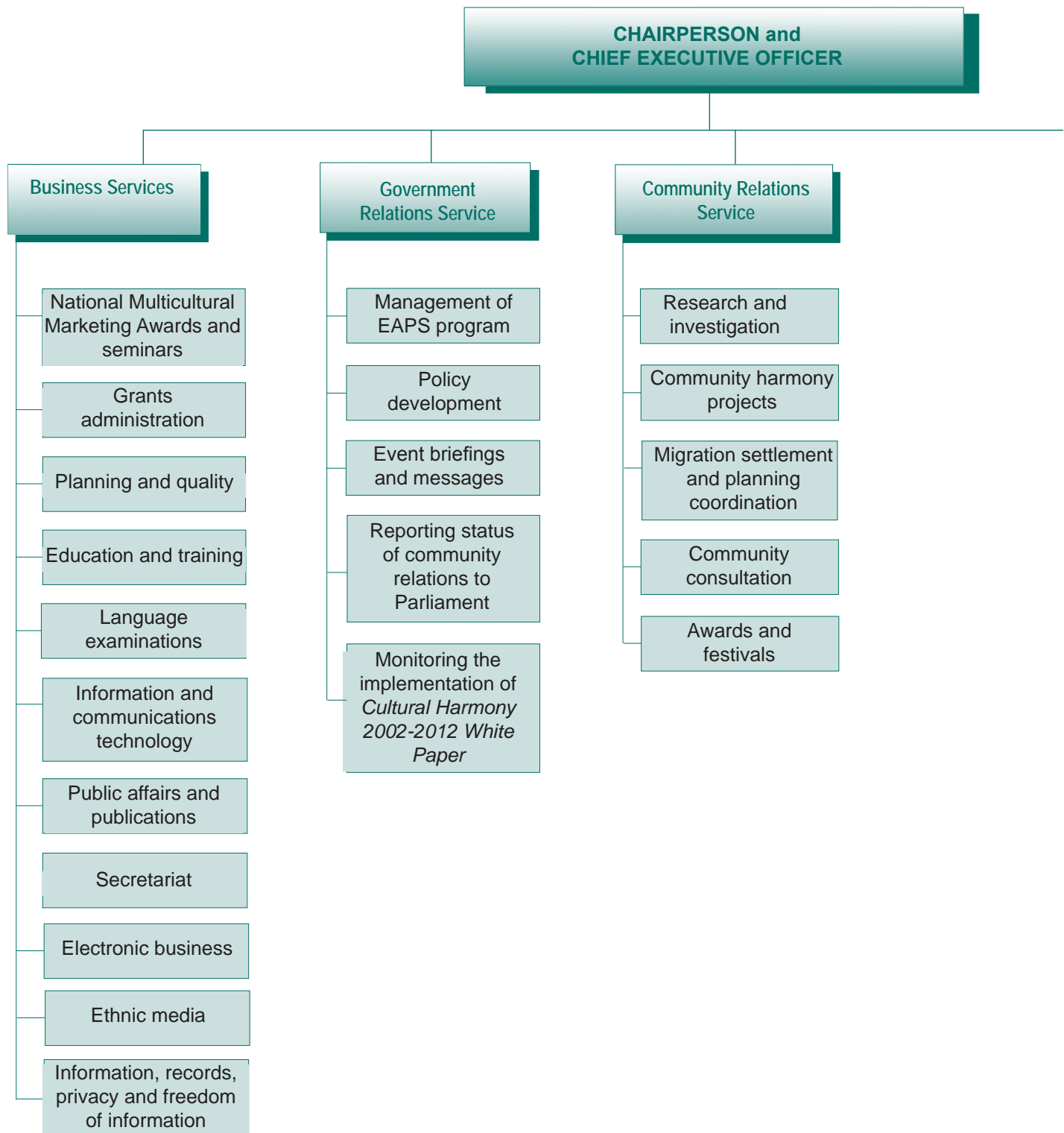
Organisation structure - boards and committees

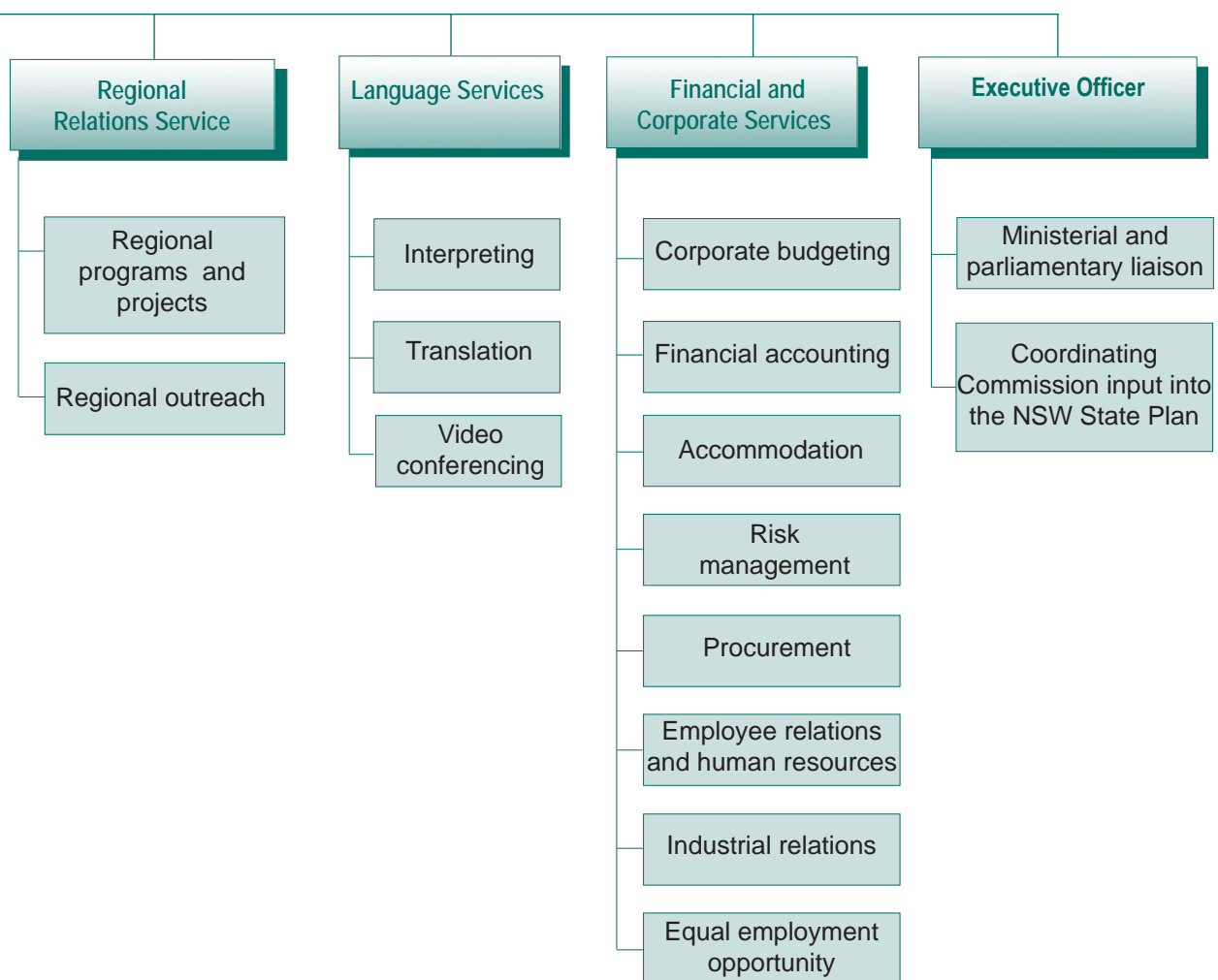
as at 30 June 2008



Organisation structure - functional

as at 30 June 2008







Principal staff of the Commission

CHAIRPERSON AND CHIEF EXECUTIVE OFFICER

Dr Stepan Kerkyasharian AM

DIVISION HEADS

Community Relations Service

Director

Mr Richard Acheson

Financial and Corporate Services

Director

Mr Hakan Harman, BCom, FCPA, GDPA

Government Relations Service

Acting Director

Mr Peter Reynolds

Business Services

Director

Ms Marte Tagle, MBT, GCertPSectMgt

Language Services

Director

Ms Ann Groth, ALAA

Regional Relations Service

Director

Mr Fadel Benhima

Executive Officer

Ms Patricia Giannotto



Executive Position

Dr Stepan Kerkyasharian AM
Chairperson and Chief Executive Officer
SES Level 5: remuneration as at 30 June - \$263,500 including an allowance of \$10,000 per annum as President of the Anti-Discrimination Board of NSW.

As the Chairperson of Community Relations Commission and President of the Anti Discrimination Board, Mr Kerkyasharian has achieved significant milestones for the Community Relations Commission.

1. 2007/08 presented itself as an important year for the Commission's engagement with young people and their viewpoints. The Chairperson had close involvement with a number of youth initiatives including the Youth Leadership Day, which promoted free exchange of ideas and experiences, reflecting the Commission's appreciation for the opinions of our young people, and its commitment to converting these ideas into tangible strategies.
2. The Commission continued to highlight and promote the need for participation of young people in the community life of NSW through its activities such as the Beach Bonanza and the Youth Harmony Festival. The Chairperson led the organising of these events which provided the opportunity for young people to interact, understand each other and break down cultural or religious barriers.
3. In response to a public protest against the Quranic Society's lodgement of an application with Camden Council for the development of a 1200 student Muslim school in Camden, the Chairperson was instrumental in the establishment of a working party to manage community relations in the area. Partners in the working party include representatives of the Commission, Camden Council, NSW Police and the Department of Premier and Cabinet who meet regularly to monitor the situation and develop strategies to promote harmony.
4. Under the Chairperson's leadership the Commission has continued to set new benchmarks for community relations through the AUSMUS group, set up by the Commission to enhance the profile of the Australians of Islamic faith residing in NSW. The group comprises of professionals who meet regularly and work together at a state level to advocate and address the needs of the Islamic community.
5. The ongoing success of the Community Relations Symposium which explores the major issues confronting multicultural NSW continues to set new directions for effective consultation with stakeholders including peak community bodies, local councils and NSW Government agencies.
6. The successful collaboration between the Community Relations Commission and the Department of Local Government culminated in the launch of the resource *Implementing the Principles of Multiculturalism Locally - A planning framework for councils* in 2008. Addressing the launch, the Chairperson highlighted the importance of the report in assisting councils in employing a systemic approach in multicultural planning at a local level.

7. The Commission continued building on its previous initiatives in regional areas through the Regional Advisory Councils (RACs). The Commission and the RACs work together to improve service delivery and respond to specific community relations issues faced by rural and regional communities. The Chairperson was actively involved in a number of meetings, and in providing directions in the implementation of strategies recommended by the Council members such as the African Communities Meet Local Government Forum, which introduced the role and function of local government to African communities in Blacktown and Penrith area.
8. In 2008, the Commission launched the EmailLink service, born out of the Commission's expertise in understanding the strengths and needs of our multicultural community, and the establishment of which was directed by the Chairperson. The service provides for targeted information linking businesses and agencies to community groups, ethnic leaders and individuals from the Commission's database of community contacts.