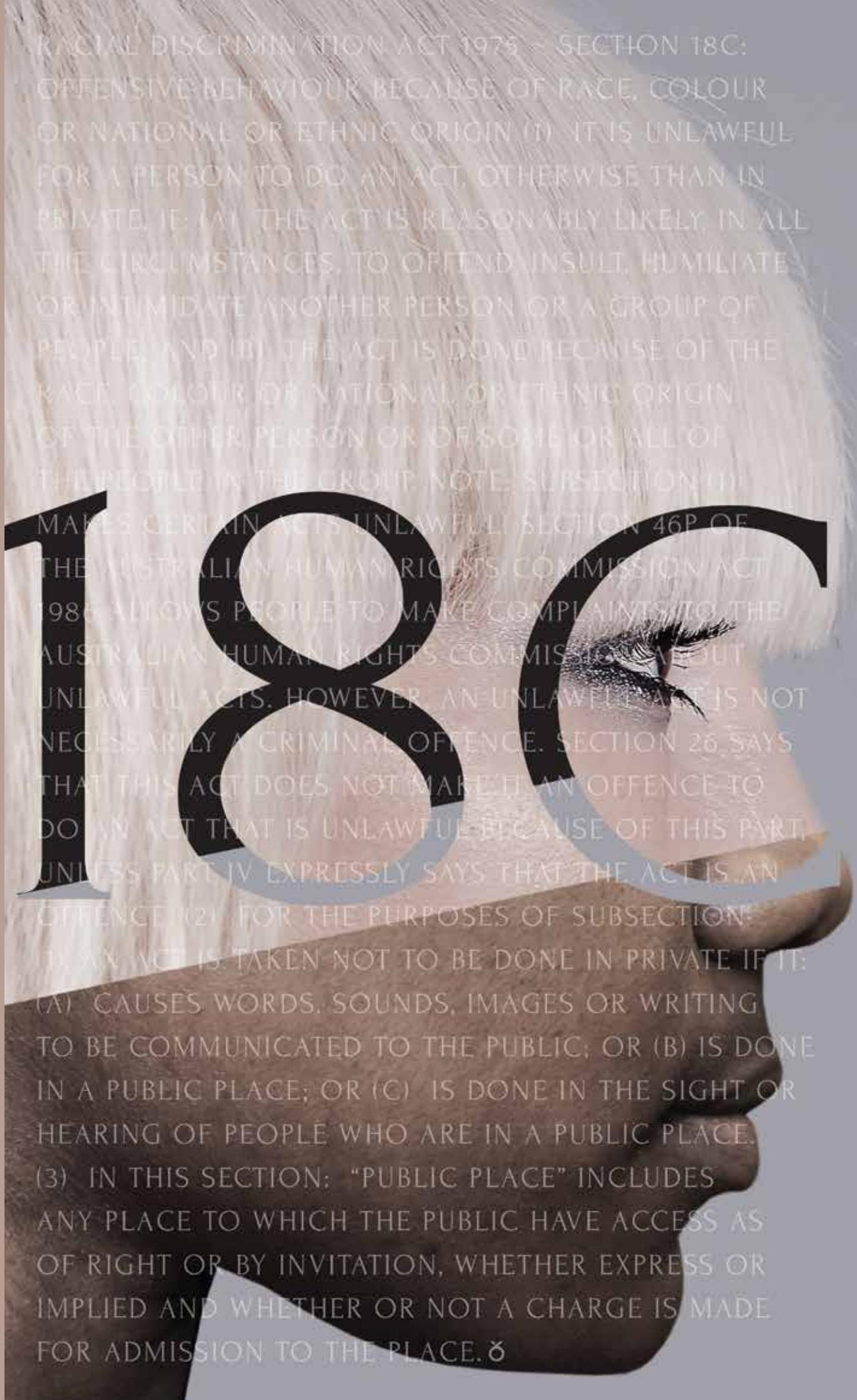




The Ethnic Broadcaster

Winter 2014 Edition – Journal of the National Ethnic & Multicultural Broadcasters' Council



RACIAL DISCRIMINATION ACT 1975 – SECTION 18C:
OFFENSIVE BEHAVIOUR BECAUSE OF RACE, COLOUR
OR NATIONAL OR ETHNIC ORIGIN (1) IT IS UNLAWFUL
FOR A PERSON TO DO AN ACT, OTHERWISE THAN IN
PRIVATE, IF: (A) THE ACT IS REASONABLY LIKELY, IN ALL
THE CIRCUMSTANCES, TO OFFEND, INSULT, HUMILIATE
OR INTIMIDATE ANOTHER PERSON OR A GROUP OF
PEOPLE; AND (B) THE ACT IS DONE BECAUSE OF THE
RACE, COLOUR OR NATIONAL OR ETHNIC ORIGIN
OF THE OTHER PERSON OR OF SOME OR ALL OF
THE PEOPLE IN THE GROUP. NOTE: SUBSECTION (1)
MAKES CERTAIN ACTS UNLAWFUL. SECTION 46P OF
THE AUSTRALIAN HUMAN RIGHTS COMMISSION ACT
1986 ALLOWS PEOPLE TO MAKE COMPLAINTS TO THE
AUSTRALIAN HUMAN RIGHTS COMMISSION ABOUT
UNLAWFUL ACTS. HOWEVER, AN UNLAWFUL ACT IS NOT
NECESSARILY A CRIMINAL OFFENCE. SECTION 26 SAYS
THAT THIS ACT DOES NOT MAKE IT AN OFFENCE TO
DO AN ACT THAT IS UNLAWFUL BECAUSE OF THIS PART,
UNLESS PART IV EXPRESSLY SAYS THAT THE ACT IS AN
OFFENCE. (2) FOR THE PURPOSES OF SUBSECTION
1) AN ACT IS TAKEN NOT TO BE DONE IN PRIVATE IF IT:
(A) CAUSES WORDS, SOUNDS, IMAGES OR WRITING
TO BE COMMUNICATED TO THE PUBLIC; OR (B) IS DONE
IN A PUBLIC PLACE; OR (C) IS DONE IN THE SIGHT OR
HEARING OF PEOPLE WHO ARE IN A PUBLIC PLACE.
(3) IN THIS SECTION: "PUBLIC PLACE" INCLUDES
ANY PLACE TO WHICH THE PUBLIC HAVE ACCESS AS
OF RIGHT OR BY INVITATION, WHETHER EXPRESS OR
IMPLIED AND WHETHER OR NOT A CHARGE IS MADE
FOR ADMISSION TO THE PLACE. 8



The National Ethnic and Multicultural Broadcasters' Council (NEMBC) is a national peak body that advocates for multiculturalism and supports multilingual community broadcasting around Australia. The NEMBC contributes to media diversity in Australia by maintaining and connecting people to their language, culture and identity through community radio.

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The Ethnic Broadcaster is the Journal of the National Ethnic and Multicultural Broadcasters' Council (NEMBC). The views expressed in *The Ethnic Broadcaster* are not necessarily the views of the NEMBC.

We welcome contributions to The Ethnic Broadcaster, especially from NEMBC Members.

Front cover art work was designed by Jef Tan who can be found on www.JefTan.com
I8C refers to an important clause in the Racial Discrimination Act
The artwork was first displayed at the Blak Dot Gallery in East Brunswick as part of the I8C exhibition.

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We acknowledge the Wurundjeri people of the Kulin nations as the traditional owners of the land on which *The Ethnic Broadcaster* is edited and printed, and pay our respects to their Elders both past and present.

Mal e lelei (Greetings to you in Tongan)

Welcome to the winter edition of The Ethnic Broadcaster. It has an excellent collection of articles on a range of topical issues and news from 'Around the Stations'.

To effectively represent our members, the NEMBC has set advocacy as one of its core functions for 2014-15. The NEMBC wants to build long-term relations with politicians (and political parties) and foster a stronger connection with politicians and their electorate through ethnic community broadcasting. The first Executive Committee meeting for this year was held in Canberra on 22-23 February, followed by scheduled meetings with a significant number of politicians. The outcomes of the meetings have been very positive with many requests to make a contribution to our journal. We have received some contributions and will seek more for the next edition.

Contributors for this edition were asked to comment on recent issues and their views on ethnic community broadcasting.

I would like to thank The Hon Scott Morrison and The Hon Richard Marles for their contribution to this journal. Mr Morrison's articles shows that we are indeed a multicultural country and we will continue to be a successful immigration nation. Mr Marles expresses his concerns for the proposed changes to the Racial Discrimination Act (RDA) and mentions that he first heard about opposition to the changes to the RDA on ethnic broadcasting. In Canberra last February we also met with Senator Concetta Fierravanti-Wells and Mr Craig Laundry MP, and we thank you for your invaluable contribution.

There have been some significant issues occurring this year. Funding was under threat when the Commission of Audit proposed cutting all funding to community broadcasting. Fortunately the government saw reason and our funding is safe, albeit missing a 3% incremental annual increase. A report on what happened is on page 7.

There were proposed changes to the Racial Discrimination Act and we hope that the Act can remain in its present state. Many people responded with submissions and we are still awaiting the outcome.

The NEMBC Annual Conference will be in Darwin this year and I extend a warm invitation for all to attend. The conference will start with the Youth Media Conference on the 31 October followed by the NEMBC Conference on the 1-2 November.

The 2014 conference theme is 'The Challenge of Change'. We live in a world of continuous changes; political, social economic, climate and technological changes, for instance. As ethnic and multicultural community broadcasters, the challenge of change will certainly affect

not only our role as broadcasters, but also the infrastructure we use and the quality of services we provide. I look forward to seeing you at the conference and a chance to discuss the theme.



In this edition we explore a number of different subjects such as what are stations doing for 'best-practise'? For instance how do stations interact with their ethnic broadcasters, engage with youth and women or reach out to new and emerging communities. We have interviewed 3CR and 4EB as a beginning to develop resources to help stations work towards best-practise. Also as part of this process, the managers of full-time ethnic stations met recently to explore collaboration options and best-practise at their stations.

This EB Journal reports on a racial profiling issue that had a significant effect on the Sudanese community in Victoria and led to a ground breaking review that could have a national affect to how policing is performed.

It really is time to 'Recognise' Indigenous Australians as the first peoples of this country. There is a movement growing to support changes to our constitution. As ethnic broadcasters we can help spread the word, we have featured a section on page 18 on how you can do this. The NEMBC has been working in Shepparton as part of the ENGAGE project to assist new and emerging communities with media training. We plan, in August, a women's training program that will lead to a multicultural women's program on the local station ONE FM 98.5.

On youth issues we look at the SYN Nation project; five radio stations have collaborated to produce programs for a national audience on youth issues, and it's all available online at syn.org.au

There is an update on women's issues and there is an important Women's State Forum happening in Brisbane in August.

We hear from Around the Stations from 5EBI, Hot FM in Mildura, 3GCR Gippsland Community Radio, 4EB, Bay FM in Byron Bay and 3ZZZ. We also have a focus on Vietnamese programs.

In this edition Mabel Kwong provides some tips on blogging; she describes why blogging gives multicultural youth writers space to independently talk about issues that matter to them and exploring issues from a culturally diverse angle.

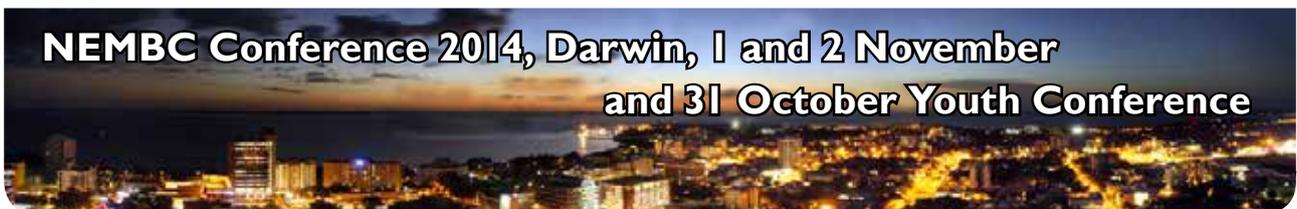
Enjoy this edition of the EB!

Maloo 'aupito (With thanks)

A handwritten signature in black ink that reads 'Tangi Steen'.

Tangi Steen
NEMBC President

NEMBC Conference 2014, Darwin, 1 and 2 November
and 31 October Youth Conference



The Hon Scott Morrison MP



Australia is a land of diversity and arguably the world's most successful immigration nation.

Since 1945, we have welcomed more than seven and a half million people from more than 200 countries to our shores. We speak around 400 languages including

Indigenous languages and about 45 per cent of Australians are born overseas or have a parent who was born overseas. Australians also identify with about 270 ancestries, with four million speaking a language other than English at home.

However, immigration to Australia did not begin in 1946. It began when Australia was first settled more than 200 years ago. Unless we have indigenous heritage we are all migrants or the sons and daughters of migrants. This is the land of our adoption.

The migration programme is set annually by government and lists the planning levels for permanent migration to Australia. It is managed separately to the humanitarian programme.

The migration programme benefits Australia both economically and socially, through addressing skill shortages in the workforce and reunifying families. This is managed through the two major streams within the programme – the skill and family streams.

The migration programmes for 2013-14 and 2014-15 were each set at 190,000 places.

Around two-thirds of the migration programme is for skilled migrants.

In the family stream more places will be allocated for partners and children, while the number of places in the contributory parent category has also increased.

The additional 4,000 places in the family stream which the previous government allocated to illegal maritime arrivals have been removed, resulting in a saving of around \$267 million.

This change will provide yet another disincentive for people considering the dangerous boat journey to Australia.

Changes to the skilled and family stream intakes will provide approximately \$35 million in savings.

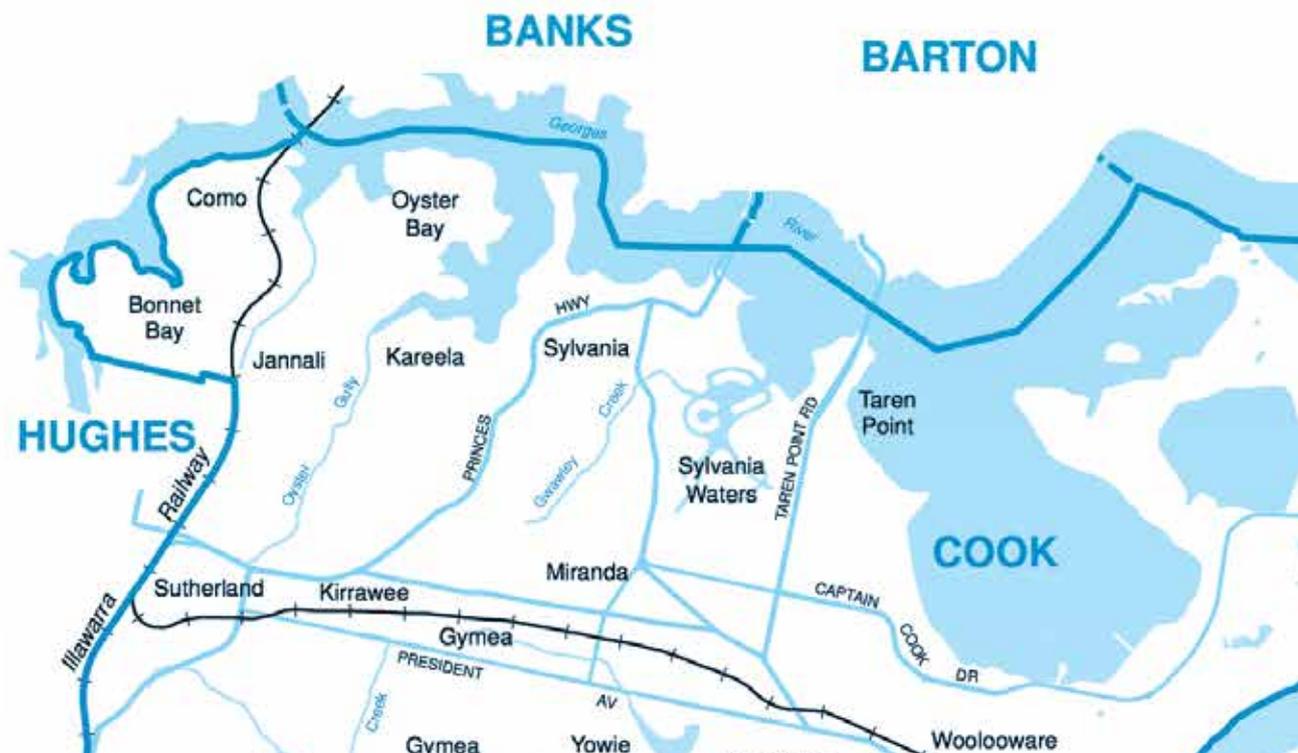
Further to this, growth in business visa programmes is being prioritised and over \$300 million will be saved through changes to Australia's 2014-15 migration programme.

Managed migration is necessary to meet skills gaps, ameliorate the effects of population ageing and ensure Australia's labour force does not begin to shrink, which is forecast to happen by around 2030 without migration due to our ageing population.

The Coalition government carefully considers labour market trends, demographic trends and the economic outlook in determining the size and composition of the annual migration programme.

The Hon Scott Morrison MP

*Minister for Immigration and Border Protection
Member for Cook*





The laws which govern our country are intended to reflect and protect the social and moral values which underpin our society. The Abbott Government's push to introduce sweeping changes that effectively neutralise protections against hate speech is

an attack on fundamental values of tolerance and respect, values that are at the heart of our diverse multicultural society.

Listening to my local broadcaster in Geelong, The Pulse, I have heard the stories of migrants who have been on the receiving end of racist hate speech. I have heard their stories about the lasting and damaging effects racism has had on them and their families.

Indeed it is my observation that the great opposition to the Abbott Government's proposed changes to the Racial Discrimination Act began on ethnic broadcasting and in ethnic publications right across the country. My parliamentary colleagues have heard the same on their local community broadcasters right across the country.

We have heard the stories of migrants who have been on the receiving end of racist hate speech – stories that will only grow in number if the Government's proposals are made law.

As the Cape York Institutes' Noel Pearson and Fiona Jose said in their submission on the proposed changes, 'Sadly, we have no doubt the proposed changes will embolden a minority with bigoted views to amplify their prejudice; indeed we are already observing this to be the case.'

If these proposed changes become law then there will no longer be the legal ability to protect ethnic minorities at a national level. These proposed changes will allow racism to become an accepted part of Australian culture. The effect of these changes on the individual rights of Australians to live a life free from discrimination will be catastrophic.

Shamefully, these proposals ignore the effect racial vilification has on an individual's personal identity and to our cohesion as a multicultural society.

Racial vilification fundamentally damages the notion of an inclusive society. Where society mirrors back to someone a demeaning or contemptible picture of themselves, this can inflict profound harm. It sends a message to its victims that they are not welcome in our community and, as a result, it drives members of targeted groups away from full participation in society.

Our multiculturalism is about inclusion, not division. It is about interaction not isolation. It is about a myriad of cultures embracing common values which enrich all

Australians. Multiculturalism allows migrants and ethnic minorities to be protected in an environment where their cultures and traditions are embraced, not rejected because they are different. For the most part, Australia has embraced multiculturalism to the highest level.

My own electorate of Corio is home to ethnic communities predominately from Eastern Europe and the Mediterranean, cultures which contribute so much to our society. It saddens me greatly to hear of their experiences of racism on local ethnic media and in person. It saddens me to know that these hard-working Australians could be subject to disgusting discrimination because of their ethnicity due to the Abbott Government's proposed changes.

Telling Australians that racism and bigotry is acceptable undermines the inclusive values that multiculturalism represents. It is incentive for some to justify their fear of the 'different' that other cultures bring to Australia and act on it. The result of this fear will lead to more aggressive behaviour towards people on the basis of their accent, their skin colour and their background. The prospect of violent racial hate is a probable forecast for the future if these changes are made law. There will be a future of fear of personal safety because of these changes. This is not the future Australia should be pursuing.

It has been argued by the Abbott Government that the proposed changes to the Racial Discrimination Act will somehow make our nation better. This is not true. Freedom of speech is a cherished value in all democracies, but in no democracy, including Australia, is freedom of speech an absolute right to which all other rights – including the right to live in dignity – are sacrificed. The Racial Discrimination Act has never inappropriately impinged on an Australians' ability to exercise their freedom of speech, and section 18C's sister provision, section 18D, contains extensive protections for legitimate freedom of speech. Further, since the implementation of the Act, these provisions have only very rarely led to court actions. What is so important is that every person who resides in Australia is protected from comments, threats and actions that target and discriminate against a person because of their race. People do not deserve to live in fear because the law allows people to discriminate against them on the basis of race; it is not what our society stands for.

The Government has consistently failed to articulate what is so wrong with the Racial Discrimination Act that they must change it. They owe an explanation to the people they represent; to the migrants who have opened up about their awful experiences of racism on The Pulse, to the ethnic minorities around Australia who will suffer more abuse because of these changes, and to the Australian people as a whole.

Richard Marles

*Shadow Minister for Immigration and Border Protection
Member for Corio*



Ethnic Broadcasters Important To The Success Of Multicultural Australia

Our nation is enormously diverse. We come from around 300 different ancestries and speak as many languages. We are a nation which has largely been built on

migration. For more than 65 years, this has presented us with a series of challenges and required sustained effort on the part of both a succession of governments and millions of migrants and refugees.

Today, around 45 per cent of Australians were born overseas, or have at least one parent who was.

This is truly a remarkable and transformative achievement.

My own story and that of my family is part of this greater narrative. My parents came out from Italy in the 1950s. On my first day at school, there were 75 children. Only three spoke English, and I wasn't one of them. I have a full understanding of the challenges faced by new arrivals as they settle here and build new lives. These migrants represent an enormous wealth of potential for Australia's future.

This potential can only be fully realised if our new arrivals are able to participate fully in the life of our community. This is vital to our future well-being.

One of the many ways in which we are able to help migrants transition and participate in community life is through our ethnic broadcasting sector.

Before the 1970s, there were restrictions on ethnic broadcasting and stations were prohibited from broadcasting more than 2.5 per cent of program hours in other languages.

Fortunately in 1975 Radio 3ZZ was born. This was run by the community, though owned and assisted by the ABC. At this early stage, the programming was from 20 ethnic communities who were for the first time, able to share their language and culture through our national broadcaster.

Now, there are large multilingual community radio stations in every state and hundreds of other local community radio stations across Australia broadcast in a host of other languages. As an example, since 1975, 3ZZ has expanded from its initial 20 languages and now broadcasts to over 70 different language communities.

The ethnic media landscape has vastly broadened since those humble beginnings. Now, some 57 per cent of Australians listen to community radio broadcasts each month. According to the National Ethnic and Multicultural Broadcasters' Council (NEMBC), national surveys have shown that the sector produces around 2,439 hours of multilingual language programs in an average week.

But these figures mean more than just numbers. For people from a wide range of our diverse communities, ethnic broadcasting means many different things. But for our newest arrivals, ethnic broadcasting provides the comfort of information in their own language as well as a valuable link to information about life in Australia.

This information is also a valuable part of making our newest arrivals feel welcomed and supported as they begin new lives. For many of our refugees, the experience of coming to a new country, learning a new language and living in what may be a new and very different culture can be very daunting. At this stage of their settlement journey, when all is new, this support and this link to community life is vital.

The programs provided by our diverse and wonderful ethnic broadcasters bring a great level of comfort and happiness to the many listeners who have worked for decades to build better lives for themselves, their families and our nation. I have seen this first hand in the Italo-Australian community.

Over the decades the ethnic broadcasting sector has built up a particular loyalty among the community. People feel a special relationship and bond with the voices in their own language and the connection those voices provided over a period of years or decades.

One of the most amazing aspects of these programs is that they are run by volunteers. There are thousands of Australians who give countless hours of work each year to ensure that programs are provided. I have a special admiration for this group of Australians who give so much to ensure that others feel welcomed and connected. I would like to especially acknowledge all the volunteers who have worked tirelessly within this sector since it began in the 1970s.

You are all an essential part of the success of our nation's diversity and an important contributor to our culturally diverse future.

On behalf of the Australian Government, I would like to extend my commendation and appreciation for your dedicated service.

Warm regards,

Senator the Hon Concetta Fierravanti-Wells
*Parliamentary Secretary to the Minister for Social Services.
Senator for New South Wales*



In Defence Of Section 18C

Australia is, and always will be a country built on the back of migration, and it is important that we as a society celebrate this.

It is also important that we support a legislative system that reflects the diverse and multicultural

country that modern Australia has become today.

While this is a reflection of my vision for this country, it is only one of the reasons I spoke out against proposed changes to sections 18C and 18D of the Racial Discrimination Act 1975 earlier this year.

I began my journey into politics for one underlying reason – to make this country a better place for my kids and my grandkids.



Craig Laundry MP celebrating Australia Day with his constituents and community leaders in the seat of Reid (Western Sydney).

I believe all Australians, regardless of ethnic or religious backgrounds, should be able to live in a free society. But I also believe that those who are marginalised or vulnerable in our society should have a legal system that protects them from discrimination.

That's a value that I hope is reflected in the country that we leave to future generations of Australians.

From the outpouring of support for my stance against these changes, I am reassured to know that the vast majority of people agree that modern Australians have a right to be protected from racial vilification.

The argument behind the proposed draft legislation stems from a belief that free speech should hold a central place in an open, liberal and democratic society.

I agree that the freedom of speech is a cornerstone of our society, and that it has a fundamental role to play in modern Australia. However, I do not agree that the current Act restricts that freedom in any impactful way.

There are numerous examples where restrictions on freedom of speech are already existing and accepted by most Australians. I believe that protecting minority groups from racial vilification is one such restriction that is acceptable. Especially as individuals in these minority groups are often going through a process of assimilation in their new home country, and may not be in a position to ably protect themselves from such abuse.

We need a safety net to provide these protections, and we should avoid weakening laws that provide safeguards to the most vulnerable in our community.

Of course legislation should be reviewed from time to time to ensure that it is continuing to achieve the intended outcomes. However, I don't believe a strong case has been made that major changes to the current legislation are required.

The number of complaints made under the Act is small, and the number of those complaints that proceed to litigation are even smaller. Moreover, the immensely valuable and educational conciliation process that is facilitated by the act is also often overlooked.

One of the benefits of being a backbench Member of Parliament, is that the core task of my position is straightforward. I have been elected to represent the people of Reid, and to take their concerns to Parliament. Within my electorate, this means I have the honour of representing one of the most multicultural seats in Australia.

In the weeks and months since the draft legislation was released that outlined the proposed changes to the Act, I have had countless representations in forums, social media, through direct contacts, and in the street speaking with the people of Reid. The majority of those have been from my constituents, but they have been joined by people from across this country.

The Government has received over 5,500 submissions in its consultation period on the exposure draft legislation to the Racial Discrimination Act 1975.

I am confident that these representations will all be taken into consideration as the draft legislation continues to be reviewed, and that a balance will be found reflecting both Australia's values of freedom of speech and the legislative protections that multicultural Australians deserve.

Craig Laundry MP
Federal Member for Reid

Racial Discrimination Act

On 25 March 2014 the Attorney-General's department released the draft amendments to the Racial Discrimination Act (1975), inviting community consultation until 30 April 2014.

We immediately began an advocacy campaign against the changes, which we believe would legitimise bigotry and make racial vilification harder to prove.

The current laws against racial vilification have operated successfully since 1995, providing an accessible legal means for addressing vilification on the basis of race, colour or national or ethnic origin. The proposed changes would offer substantially less protection: racial insults would be acceptable unless you could prove that they 'incite hatred' or 'cause fear of physical harm', and almost anything in public discussion would be exempt.

We collated information and media coverage about the proposed changes and put together an online resource for our members on writing to the Attorney-General. The online resource explained the history, intention and operation of the current legislation; the background, purpose and likely effect of the draft amendments; and information on how to make submissions.

In the April mail-out of *The Ethnic Broadcaster*, we included a short letter about the Racial Discrimination Act proposed changes, calling on our members to write a letter or make a submission to the Attorney-General. We emphasised that it was particularly important for the Government to hear from people affected by racial vilification, and ethnic broadcasters could bring a wealth of knowledge and experience from their communities to the Government's attention. We provided a sample letter and some talking points to assist our members in writing submissions, and added this to the online resource, along with a media release.

We also wrote our own submission, discussing the first-hand experience that our members have of racial vilification in the form of offensive slurs, humiliating jokes and harmful stereotypes. We explained that as well as psychological damage to each individual, vilification takes a social toll by making us doubt our rights to be visible, to be heard, and to be Australian.

Given that the proponents of amending the Act have campaigned in the name of free speech, we stressed that as broadcasters, we understand the importance of free expression, and correspondingly the responsibility to ensure that reporting is fair, accurate, reasonable, and in good faith. We believe the current legislation is strong, clear, just, and strikes a good balance between freedom and responsibility.

Our concern echoed commentary from journalists, lawyers, academics and numerous community groups. *Sydney Morning Herald* columnist Waleed Aly said the proposed legislation 'would allow for almost any racist speech you can imagine'. A joint statement from Aboriginal, Armenian, Arab, Chinese, Korean, Greek and Jewish groups said the legislation would 'signal that people may spout racist abuse in public, no matter

how unreasonably and dishonestly'. Even Coalition backbenchers like Ken Wyatt and Craig Laundy spoke out, as you can read in Laundy's opinion piece on p 5.

The proposed legislation was worrying enough for 800 protestors to Walk For Respect in the streets of Lakemba in Sydney's south-west, calling on the Government to retain the Act in its current form.

Local councils and State premiers have also voiced their opposition to the amendments, with close to 50 local councils passing motions in support of the current



Walk for Respect, Lakemba. Photo credit: Mohamed Taha, ABC



Walk for Respect, Lakemba. Photo credit: Maha Abdo, Muslim Women's Association

legislation. The NSW and Victorian state governments released a joint statement saying that the proposed changes would 'threaten the social cohesion and well-being of not just our states' culturally and religiously diverse communities, but also the wider Australian community'.

In total more than 5,300 submissions were sent to the Attorney-General's office during the five week community consultation period, mostly opposing the proposed changes. In May, Attorney-General George Brandis signalled in *The Australian* that a new draft bill would be written, taking into account some of the community concerns.

Juliana Qian
NEMBC Operations Officer

We will continue advocating for strong protections against racial vilification. Join our campaign:

Twitter @nembc_official
Facebook www.facebook.com/nembc

It was hard to believe that after 30 years of government support that suddenly all funds to ethnic community broadcasting could be slashed. That was the stark reality facing ethnic community broadcasters when the Commission of Audit recommendations were released just one week prior to the 13 May 2014 Federal Budget.

There was deep concern about these potential cuts because no one in government, neither Ministers Turnbull nor Hockey would confirm that our funds were safe.

The NEMBC and other sector bodies ran popular campaigns to vigorously defend the funds. Our campaign theme was 'Funds Under Threat'. Across the country, posters went up at ethnic radio stations to inform broadcasters of the steps they could take which included signing a petition and writing letters to Ministers Turnbull and Hockey. Many radio stations ran community service announcements.

Broadcasters were asked to discuss the issue on-air and invite local politicians onto their programs to explain what is being planned for ethnic funding. Media releases and background information were provided to broadcasters to read out on their programs. Listeners of the radio programs were encouraged to show support for ethnic community broadcasting and asked to contact their local member. Social media, e-bulletins and emails were used to disseminate information.

A petition was established, and within the week there were over 1,000 online petitioners and another 500 hard copies that were sent to Ministers Turnbull and Hockey.

Many of the ethnic communities have their own cultural groups and these organisations rallied to the cause, for example by putting information on their websites, getting their local papers involved or highlighting the information in their blogs.

The CBAA ran a very successful online campaign and increased the number of people who Commit to Community Radio to 52,000. Through their very active online campaign there were over 5,000 emails sent to Minister Hockey. This showed a strong nation-wide commitment to community broadcasting.

The general media showed a keen interest in the issue. *The Age* published an article 'Community radio "will die a slow death" if audit cuts adopted' by Deborah Gough. CBAA gave many radio interviews on a range of stations.

The Announcement

The Budget was announced on 13 May 2014 and the funds for community broadcasting were maintained. We were safe, and we hope it remains that way.

There was obviously a difference between the Commission of Audit and the government's views. The CoA didn't have the understanding of the very important role community radio plays as the third-pillar of media in Australia.

All sides of politics have always shown strong support for

community broadcasting; recognising its contribution to diversity, access and participation. Previous and current Communications Ministers, advisors and public servants have always had a good understanding of community broadcasting. Previous and current Immigration Ministers have understood that ethnic community broadcasting is a major contributor to building social cohesion and providing opportunities for inclusion.

There are also many in government who have come from a migrant background and are among the Australians who make up the 44 per cent of Australians who were either born overseas or have at least one foreign-born parent. The Treasurer, Joe Hockey was born to a Bethlehem- Armenian-Palestinian father and the Minister for Finance, Martin Cormann was born in the German-speaking town of Eupen in eastern Belgium, and so the list goes on from both sides of government. We could widen the definition of migrant and say that Malcolm Turnbull's family came as 'boat people', arriving on the second fleet in Sydney Cove in 1789.

Prime Minister Tony Abbot showed his support at the 2013 NEMBC National Conference in Brisbane, with a opening letter that stated:

'I thank the NEMBC for your dedication to strengthening our society through broadcasting to Australia's ethnic communities.

Multilingual broadcasters play an important role in connecting Australians from all backgrounds to news, culture and to the wider community.

Your work is often unrecognised but it is essential for building stronger and closer communities.'

The Prime Minister's words ring true when he says that community broadcasters are 'unrecognised' for the essential work they do. Some stations are exclusively run by volunteers and the small amount of funding from government helps sustain the stations. The efforts of community radio volunteers have been valued at millions of dollars; \$232 million for the whole sector.

Conclusion

The ethnic community broadcasting sector has never considered government funding as a handout. Each radio broadcaster takes an incredible responsibility and volunteers many hours each week to do the heavy lifting producing their programs. These radio programs often address issues relevant to the vulnerable in our society, those who are seniors or pensioners, often new and emerging communities settling in Australia who are trying to find their feet, and young people especially second-generation Australians who live in a cross-cultural world.

Ethnic community broadcasting provides a voice for communities that are not adequately serviced by other broadcasting sectors. This is especially true in regional and rural areas where often the only voice in the community for each cultural group is the local community station.

Russell Anderson
NEMBC Executive Officer

NEMBC 2014 National Conference Darwin, NT

The NEMBC is pleased to announce that its National Conference for 2014 will be held in Darwin on the 1 - 2nd of November.

We extend to you a warm welcome to attend the conference, at the DoubleTree Hilton on the Esplanade. This is a beautiful hotel with views of the bay and situated in the city, close to other accommodation and city activities.

There will be a Youth Media Conference on Friday 31 October. The Youth Media Conference was a great success last year in Brisbane and we are sure the youth will create another memorable event in Darwin.

Come and participate in our conference and afterwards explore the wonders of Darwin and its surrounds.

The theme for this year is The Challenge of Change. It seems every year we face new challenges. We hope to explore the theme and hear about how you face the challenges of change.

Members of parliament and prominent guests will open the conference. There will be several keynote speakers making concise presentations to create a rousing beginning to our conference and set the scene for a Q&A. Taking into account feedback about last year Q&A we will be relying on questions from the floor so come prepared for an exciting session of feedback and discussion.

Some conference workshops have been planned. There will be a workshop about the challenges of digital and how to use social media. A panel will give a presentation on how to prepare and improve program content. A lobby workshop will help you prepare your program and become involved in advocacy work. And the CBF will be there to help you with grant information. Last year people gave feedback about wanting practical workshops so we will be doing our best to make it as hands-on as possible.

Gala Dinner

The Gala Dinner will be at Grand Ballroom at the DoubleTree Hilton on the Esplanade.

Venue and Accommodation

The recommended Venue is DoubleTree Hilton on the Esplanade. Please mention the NEMBC Conference when you book to get the following rate: Queen guest or twin share room is \$135 and breakfast \$20.

Other hotels close to the DoubleTree are in Mitchell Street and their room rate with no breakfast are: Poinciana Inn price \$130, Ashton Lodge \$110, The Value Inn \$130.

There are a number of Backpackers very close to the DoubleTree in Mitchell Street. There are Darwin YHA, Youth Shack Backpackers and Chilli's Backpackers for \$90 and Melaleuca On Mitchell - Backpackers the cheapest at \$34.



Conference Registration

See the registration forms and details on our website, also see prices and get the early bird cheap rates by the 18th of September. Forms can be sent to the NEMBC by email, fax or post.

The NEMBC offers discounted registration fees for concession holders.

Payment can be made to the NEMBC by cheque, money order or direct electronic payment (EFT).

Travel Subsidies

The NEMBC provides official station delegates with travel subsidies to help with their costs of travel to and from the conference.

- The amount of the subsidy will be 50% of the cost of a return economy/budget airfare.
- Subsidies are available for a maximum of three people per station, provided that at least one is female, one is under the age of 30 or one is from a New & Emerging Community.
- Subsidies are only available to official station delegates who have been authorised by the governing body of the station or umbrella group.
- Subsidies will only be paid after the conference on presentation of receipts to the NEMBC Secretariat.

Flights

We did some research on Webjet for flights to Darwin and return. While there are many flights to choose not all of them are direct flights, except if you are leaving from Sydney or Brisbane. A direct flight from Melbourne for example could be 4 hours however an indirect flight could take you through Brisbane and the trip would be 7 hours.

While prices to Darwin are slightly more expensive they are reasonably priced as long as you book early. For example a one way flight now from Melbourne is under \$200, but one month before the conference it could cost you double that amount.

Here are some of the flights that we have researched to Darwin on the 31 October and return flights on Sunday 2 November. The other option if people want cheap flights returning is Sunday midnight at 12.45, its called the red-eye special and is always the cheapest flight.

We recommend looking on different websites such as WEBJET, BYOJET, Flight Centre, student's flights to find the most suitable price and time.

Youth Media Conference

- 1) **Sydney to Darwin** (the cheapest flight now is \$199) Sydney has many direct flights, starting from 6am; the last flight is at 9:30pm. **Darwin to Sydney** (cheapest flight now is \$220) The most suitable return flight that we would recommend is Virgin 4:30pm or 6:15pm
- 2) **Melbourne to Darwin** (the cheapest flight now is \$189). Flights with Virgin, Qantas and Jetstar start from 1:45am and the last flight is at 9:10pm. **Darwin to Melbourne** (the cheapest flight now \$189). The only flights are Virgin 4:30pm or 6:15pm
- 3) **Hobart to Darwin** (the cheapest flight now \$270) Flights with Qantas, Virgin and Jetstar starts from 6:00am, last one at 9:10pm. No direct flights from Hobart or Launceston. **Darwin to Hobart** from \$300 (Jetstar). The only flights are Virgin flight at 4:30pm or 6:15pm
- 4) **Adelaide to Darwin** (From \$220 Jetstar) Flights from 6am last one at 12:45pm with Qantas, Virgin or Jetstar **Darwin to Adelaide** (From \$210 jet star) The only flights are Virgin 1:50pm (you may miss some of the AGM) and last one at 6:15pm
- 5) **Brisbane to Darwin** (From \$180 Jet star) Qantas, virgin or Jetstar flights from 5am last one at 8:45pm. **Darwin to Brisbane** From \$180 Jet star. The options are Virgin flights, from 1:50pm (you may miss some of the AGM) or at 6:15pm or Qantas flight at 8:00pm
- 4) **Adelaide to Darwin** (From \$220 Jetstar) Qantas flights from 6 am last one at 12:30pm. Virgin flights from 6:00 am. Jetstar at 12:45pm. **Darwin to Adelaide** (From \$210 jet star). The only flights are Virgin 1:50pm and last one at 6:15pm
- 5) **Brisbane to Darwin** (From \$180 Jet star) Qantas flights from 5am last one at 2:25pm, Virgin flights starts from 5:30am last one at 9:30am. Jetstar 2pm last one at 8:45pm. **Darwin to Brisbane** From \$180 Jet star. The only options are Virgin flights, from 1:50pm (but you may miss some of the AGM) or at 6:15pm or Qantas flight at 8:00pm

We have an exciting line-up of workshops:

Networking: We know that networking can be daunting and challenging, so this workshop will walk you through how to make successful and lifelong contacts.

Advocacy: This workshop will show you ways to raise awareness about issues that matter to you

Social Media: Learn how to make use of social media applications like Facebook and Twitter to increase followers and listenership for your radio program

Interviewing Skills and Techniques: Develop your interviewing techniques with interview questions, conducting and managing an interview and asking the right questions to get the information you need.

Voice Training: This workshop will offer training and advice in stronger voice support for radio broadcasting, better breathing, and voice warming exercises, pronunciation and enunciation.

Awards Workshop: We have invited the winner of the 2013 NEMBC Youth Awards will host this workshop and talk about how to create a quality radio program

Travel Subsidies

We are offering 100% travel subsidies for those who live outside of the Northern Territory. These subsidies will help cover a budget return air ticket.

Attendance to the NEMBC Main Conference

If you're interested in also attending the NEMBC Conference on Saturday 1 November, you will receive a 50% registration fee discount. Different rates will apply to members and non-members of the NEMBC. Please note there is also an early and late registration rate (please see registration form for costs). The discount does not apply to the Gala Dinner.

Key Youth Media Conference Dates

Monday 8 September	Travel Subsidies applications close
Friday 18 September	Early Bird registration closes
Monday 6 October	NEMBC Awards close
Friday 17 October	eChamps applications close and Youth Conference Registration Closes
Thursday 30 October	eChamps Training and Briefing
Friday 31 October	Youth Media Conference 2014 NEMBC Conference Reception Night
Saturday 1 November	NEMBC Conference and Gala Dinner
Sunday 2 November	NEMBC 2014 AGM

Key Conference Dates

Friday 18 September	Early Bird registrations close
Friday 31 October	Youth Media Conference
Friday 31 October	Reception
Saturday 1 November	NEMBC 2014 Conference and Gala Dinner
Sunday 2 November	NEMBC 2014 AGM



NEMBC 2014

***Broadcasting* Awards**

This year the National Ethnic and Multicultural Broadcasters' Council (NEMBC) is offering five broadcasting awards to recognise excellence in ethnic and multicultural community broadcasting.

Winners will be announced during the Gala Dinner at the NEMBC Conference, on Saturday 1 November. The deadline for entries is Monday 6 October and finalists will be announced in early November.

For full details of criteria and eligibility please go to the NEMBC website: www.nembc.org.au

NEMBC Program of the Year

This award will recognise the best produced ethnic or multicultural radio program. It will be judged on:

1. Addressing relevant and topical issues
2. Includes interview(s) or stories
3. Engaging with your audience
4. Creativity and originality
5. Technical ability and
6. Flow of program.

Tony Manicaros Award - grants up to \$2,000

We are pleased to announce new criteria and a simpler application process for the Tony Manicaros Award, and it will be open all year round and judged quarterly, so you can make an application at a time that suits your project. This award will fund an innovative project which utilises, extends or develops opportunities in ethnic community broadcasting. It is open to stations, programming groups and individuals. For a full list of the new criteria please download the application form from the NEMBC website. This grant is given in memory of Tony Manicaros; up to \$2000 can be granted to a project.

Apply at any time - the Tony Manicaros Award is judged quarterly.

The Multicultural/Ethnic Women's Program of the Year

This award will go to the best ethnic/multicultural women's program. It will be awarded to the best program presented by women. Submissions will be judged on: 1. Relevance to issues in your community 2. Engaging with your audience 3. Creativity and originality 4. Technical ability 5. Flow of program.

The Multicultural/Ethnic Youth Program of the Year

This award will go to the best ethnic/multicultural youth program. It will be judged on: 1. Addressing Youth issues 2. Engaging with your audience 3. Creativity and originality 4. Technical ability and 5. Flow of program.

The Multicultural/Ethnic Youth Feature Program of the Year

This award will go to the best audio feature. We ask applicants to submit a short audio feature (4-15 mins). Produce a story, feature interview or mini documentary on something you're passionate about in your community. Be creative! Submissions will be judged on: 1. Addressing youth issues 2. Engaging with your audience 3. Creativity and originality 4. Technical ability and 5. Flow of program. Please submit a written statement of your feature and how it addresses youth issues.



Please submit an audio file, a summary and outline of the program; programs broadcasted in language(s) other than English must include an English transcript for their interview. Please submit a photograph that best displays your program. Your show must be saved as an mp3.

All nominations must be submitted by Monday 6 October 2014.

Engaging Communities

The NEMBC is continuing with its ENGAGE project, which is to work in regional and rural areas of Victoria to support those new and emerging communities who aren't represented at their local community station and provide them an opportunity to receive radio training so they are 'radio-ready' to start a three month on-air trial. The ultimate goal is to create the right environment for these programs to be sustainable so they can provide an important link of information, entertainment and news to their local community.

Last year ENGAGE worked in Shepparton, Mildura and Bendigo and established good working relationships with One FM, Hot FM and Phoenix FM, all of them were keen to help and played a very constructive and active role in supporting language programs on their stations.

The ENGAGE project also finalised a Media Kit, which provides important information to community organisations about how new and emerging communities can become radio broadcasters, how to proactively engage with mainstream media and how to respond to negative media coverage. The Kit equips community radio stations with information on how to do outreach to connect with new and emerging communities.

The Media Kit has been used in a number of workshops and for training educators.

- The Multicultural Centre for Women's Health, in Melbourne, received 26 of the Media Kits and they have been useful in training their bilingual health educators.
- The Ethnic Community Council of Shepparton held a Regional Youth Leadership Program and the NEMBC gave a presentation using its Media Kit and Leadership Media manual on how media plays an important role in multicultural society.
- The African Media Australia held an eight-week media Training program for community members. This is part of the Community Media Ambassadors program supported by Victoria Multicultural Commission (VMC). The training focused on storytelling, public relations, online video production, social media and engaging with the media. The NEMBC gave a workshop using the key points in the Leadership Media Manual.



NEMBC's Russell Anderson with Clyde Salumu Sharady CEO from Africa Media Australia at the AMA workshop.

The Media Kit will be distributed widely around Australia and be sent to settlement service providers to encourage connections between radio stations and new and emerging communities, and for radio stations to encourage outreach work. The NEMBC is developing a Powerpoint presentation and simple fact-sheets to explain the key points in the Manual.



NEMBC's Russell Anderson, Hsin-Yi Lo and Juliana Qian at One FM in Shepparton with One FM Administration Officer Sharon Chapman.

This Year

This year the NEMBC is focused on Shepparton and is planning another training program, this time a multicultural women's training course with women from South Sudanese, Iraqi and Afghani backgrounds. Training will start in August and One FM Shepparton's community radio station has again been extremely supportive.

Visits to Shepparton have been very productive. Meetings were held with: Teresa Carney, Fatima Al-Qarakchy and Ihtisham Ali (Afghani program coordinator) from UnitingCare Cutting Edge; Tim Andrews from Primary Care Connect; Imran Syed from SA'DAAT Foundation; Chris Hazelman from Ethnic Council of Shepparton; and One FM Vice-President Jason Welsh, board member and Secretary Denise Moseley and Administration Officer Sharon Chapman.

The NEMBC ENGAGE project has identified the need to have someone based in Shepparton to act as a community radio access coordinator and be the local connection with language groups, helping build sustainability for the ethnic radio programs and potentially creating a multicultural program. In Bendigo there has been a very unique and long running multicultural program that is operated as a partnership between Phoenix FM and local Loddon Campaspe Multicultural Service (LCMS).

We look forward to continuing our work in Shepparton and to use this work as a model to provide support in other states and to identify if there is a need for new and emerging communities to receive support in regional and rural areas. If there are any rural stations or a new and emerging communities that would like assistance please make contact with us.

Russell Anderson
NEMBC Executive Officer

To investigate how different structures and processes can help stations survive the challenge of change, in this issue we invited two stations to take us through their practices. Juliet Fox, Projects Co-ordinator at 3CR Community Radio in Melbourne's Fitzroy, tells NEMBC Operations Officer Juliana Qian how things work at 3CR.

How many staff does the station employ? What policies do you have around staff pay and conditions, equal opportunity and diversity?

3CR employs two full-time staff members in the positions of Station Manager and Program Coordinator and six other staff members in part-time roles covering volunteers, training, administration, current affairs, projects and promotions. We also have a small technical/IT team made up of three part-time staff including our Technical Coordinator Greg Segal who, believe it or not, was actually present at the very first meeting of the Community Radio Federation where the beginnings of 3CR were discussed in 1974.

As a station with a strong history of union support, and a commitment to workers' rights, we ensure that our staff members have good wages and conditions in an Enterprise Bargaining Agreement negotiated with the station's Committee of Management. Staff members are unionised through the Media Entertainment and Arts Alliance.

Sometimes the station employs additional staff members on a temporary basis to run projects or programs. For example, through a successful CBF Ethnic Special Projects grant, the station is excited to employ two young people from CALD backgrounds in 2014 to work with our community language shows over a 12-month period.

3CR encourages diversity and equality and all our job adverts specify: 'People from Indigenous and of culturally and linguistically diverse backgrounds are encouraged to apply'.

What does the station do in terms of reaching out and engaging new and existing communities?

The station often holds stalls at community festivals though it's challenging to find the time to get out to all the events on offer - especially in a city like Melbourne. Some programming groups, like the 3CR Tamil and Eritrean programming teams, regularly hold community events to both promote their shows and more closely connect with the community.

Outside broadcasts are key opportunities to both get out into the community and also to form new collaborations with groups and movements. For example this year we've been at the Public Bar with a night of women in rock for International Women's Day, hosted a series of breakfast broadcasts from Friends of the Earth, and broadcast from Where The Heart Is (homelessness festival in Edinburgh Gardens), to name just a few. We also try to expand our

community connections through social media and our website, while not forgetting the importance of print material such as our annual CRAM guide magazine.

How do you recruit volunteers?

3CR has a strong commitment to access, and with a bright red door onto Smith Street we've never experienced a lack of volunteers. While we always welcome newcomers, the station has been privileged to have an amazing number of dedicated volunteers join the station over the years. People hear about the station through friends, colleagues, on air and online. Anyone interested can fill out a volunteer registration form for our Volunteers Coordinator, who'll meet with them to discuss what their interests are, what their training needs might be, and to provide them with more detail about the station. It's a shared process, and it's important that both the station's and the volunteer's rights and responsibilities are made clear.

What kinds of training do you offer?

3CR runs a general training course right throughout the year for new volunteers. The course runs either on a Wednesday evening across eight weeks, or over four Saturdays. At around 25 hours, the training covers everything from Media Law and digital editing, to voice and mic technique and script writing. Participants need to complete a 'demo tape' in order to finish the course and receive their certificate. They're then broadcast ready!

In addition, we also run specialised training, often with the assistance of a grant. For example, in 2013 we ran the Girls Radio Club for young women from culturally and linguistically diverse backgrounds. In early 2014, we trained five Aboriginal women in radio production and presentation with the support of a Yarra Council grant.

3CR has a range of great technicians that literally make the station work. However, in recognition of the gender



Akuot Lual and Adella Muorwell from Girls Radio Club 2013 group.

disparity in technical work generally, the station offers live-to-air music training only to women. We run the training on-demand and by the end trainees should be able to set up and record a band, and put them live to air.

On top of all this, we try to run special sessions in, for example, advanced production and presentation for national programmers, or cross-cultural forums to build connections and knowledge within the 3CR community.



Adut Wol and Ajok Marial from Girls Radio Club 2013 group.

What equipment, facilities and resources are available to broadcasters?

3CR has four studios, one of which is the on-air studio. We also have a 'phone booth' and five digital portable recorders that broadcasters can borrow. All studios are fitted with computers and digital editing software, and we also have a newsroom where broadcasters can edit, research, write scripts or upload their podcast. Staff members are in the station throughout the week during business hours, and at any one time a staff member is 'on access'. This means that they're available to help volunteers in a studio, trouble shoot a technical problem, or assist in other ways.

What is the process for new programs to join the station? How does the station make decisions about programming?

The station has a Programming Sub Committee that meets each month. It's facilitated by the Program Coordinator and made up of around 6 people including programmers, subscribers, staff and Committee of Management representatives.

All new program groups are asked to fill out a form that outlines the style and content of their show, and often they are asked to come and speak to their proposal at the Sub Committee meeting. 3CR has a series of programming priorities based on current identified needs, and on the station's overall aims and objectives. The Programming Sub Committee makes recommendations to the Committee of Management regarding a new show. When a new show is approved and training is complete, a timeslot is found and they're ready to go on air!

How does the station encourage representation of women and young people in all areas including technical and managerial roles?

3CR has a requirement that new programming teams have female representation in both presentation and content in addition to the training policies and projects mentioned in Question 4 above. Often special projects

like Girls Radio Club act as a 'taster' and jump-start a person's involvement in the station.

That said, often encouraging young people and women into different roles is not just about having set structures or systems in place. It's also about building a station community and environment where people feel able to participate, and have the resources needed to support their activities.

Is your station engaged with the digital band and online media?

3CR has a digital channel where we re-broadcast our 855AM content. Our digital broadcast has enabled people to hear us clearly in previously 'fuzzy' areas around Melbourne. It's also given a clean and crisp sound to many of our music shows. Online the station offers live streaming, podcasts and audio on demand. We're also active on Facebook and Twitter building links and sharing radio content.



Aran Mylvaganam, Robbie Thorpe, Jacob Rumbiak, Sixta Mambor and Jiselle Hanna at the 'Sovereignty and Struggle for Independence' Human Rights Forum (2013).

How does your station ensure sustainability and longevity, in the face of volunteer turnover and precarious funding and sponsorship?

While some volunteers come to the station for just a short period, 3CR is lucky to have volunteers who have been with us since we began broadcasting in 1976! Again it comes back to building a community organisation that's welcoming and supportive and gives everyone involved a sense of ownership. When people feel like the place is theirs, they're less likely to want to leave!

We actively try to foster relationships between our programmers through collaborative workshops. For example, at the 2013 CBAA conference 3CR Tamil, West Papuan and Indigenous programmers joined forces to present a forum on sovereignty and the struggle for independence, later presenting it again as a public event, leading to lasting relationships between the programmers.

We're also careful not to rely on just one pot of money, or one pool of volunteers. We have a range of income streams, but our strength comes from the listening community that supports us each year through subscriptions, donations and bequests. By diversifying our funding foundations and constantly building our community we've been able to build a strong base from which to produce great radio.

How do stations remain innovative, vital and sustainable facing the challenges of change? Peter Rohweder, Station Manager at Brisbane's 4EB, talks to NEMBC Operation Officer Juliana Qian about 4EB's recipe for success.

How many staff does the station employ? What policies do you have around staff pay and conditions, equal opportunity and diversity?

We have a Station Manager and 10 other part-time and casual staff involved in administration, training, production, technical support as well as program producers. We operate a bit like a family business, with a strong feeling of community.

The core reason we have community radio is because of the volunteers so staff have to recognise that we're here to support the volunteers, for the betterment of the station. It's important to acknowledge everyone's efforts — volunteers and staff equally.



(standing, left to right) Ali Yazdi, Soraya Hosseini, Casey George, Paige Fai'gaa, Gunjot Singh, Judy Chan and Amy Mitchell-Whittington (seated).

What does the station do in terms of reaching out and engaging new and existing communities?

Volunteers and staff attend community events for all communities involved in the station as well as attending larger multicultural events to promote 4EB to communities not currently involved. We often take our Outside Broadcast van along to events to provide music, broadcast from the event and promote the station.



(left to right) Kee Cheung, Kelvin Yeh, Gordon Kwok, Elsa Shuay, Niyi Adepayibi, Jessie Kung and Kevin Lam at Buddha's Birthday outside broadcast.

How do you recruit volunteers?

Volunteers are recruited at events or directly through the radio to listeners and through social media. Generally, most people who volunteer have been

encouraged directly by an existing volunteer. Word of mouth is important and helps greatly through all CALD communities.

What kinds of training do you offer?

4EB provides an induction broadcasters training session detailing what programs should include. This initial session is about 90 minutes and we try to get all volunteers to do it even if they're not going to be broadcasting, just as a way of introducing them to the organisation so they can see what it's all about. People interested in panel operation are then required to attend a 2 hour class each week for seven weeks prior to becoming a panel operator at the station. Each year we train about 100 new panel operators, and lose maybe 80 existing panel operators, so it's a regular, ongoing process.

From time to time we also provide training in microphone technique, interviewing, digital editing, podcasting and program evaluation, depending on demand, staffing and funding, as well as refresher courses. Every two years panel operators' licence expires and they have to do a retest. And of course we send out updates if we get new equipment or there are changes to the system or station rules.

What equipment, facilities and resources are available to broadcasters?

Broadcasters are provided with computer access to research, produce and record their programs. They also have support from staff in all areas including content ideas, broadcast techniques, assistance with production, feedback and program evaluation, community participation, promotion, conflict resolution and general mentoring. The Outside Broadcast van is available for all broadcasters to use as well as portable recording equipment. Many broadcast groups and volunteers also have their own computers, recording equipment and promotional resources (banners, magazines, magnets, etc).

What is the process for new programs to join the station? How does the station make decisions about programming?

New groups need to have at least 34 members and need to be able to show support from the community. Application for airtime and the formation of new language programs are discussed at monthly face-to-face Convenor's Meeting where airtime is allocated and approved. There is one member from each language group represented at these meetings. It's like a mini United Nations! We have over 50 languages groups and typically about 40 individuals turn up to the meeting, and all changes are passed through these meetings.

This process also means that we don't have duplication with competing groups producing shows in the same language. If someone wants to create a new program in a language we already have on-air, they need to join the existing language group and then apply for more airtime.

The meetings are also a chance for everyone to catch up socially. It prevents each community operating in isolation and only seeing other groups in the handover before

and after their show. Getting everyone together is what makes it a multicultural station rather than 50 different cultural stations.

How does the station encourage representation of women and young people in all areas including technical and managerial roles?

The station has a program every Friday from 1pm - 2pm called *Women's Profile*. This is an outlet to promote women in the community and get them interested in broadcasting. We also have a board member who works towards increasing women's involvement in the station, with support from station staff, and we host women's luncheons where women come to find out more about broadcasting.

Our youth participation fluctuates. We consistently have young people coming through the groups that have more airtime, particularly the Samoan and Chinese groups. We also have a Filipino youth program on digital though the team isn't necessarily all under 25.

Digital, podcasting, on-demand and social media are all helping us reach younger audiences. It can be difficult to use a strict age bracket definition of 'youth' though. We have people start with the radio station when they're young and then they grow up with it – the program and their audience ages with them. So after a while we end up with a program that's targeting people in their 30s and again we're not reaching the under 25 audience, even if it started as a 'youth' program. But our programmers in their 30s might not want to join another program where most of the team is in their 50s or 60s because they have a different style and focus. So sometimes people 'retire' from presenting and go on to provide guidance and support for the younger people coming in and get involved in other parts of their community.

Is your station engaged with the digital band and online media?

4EB has a digital channel called Global which was launched in May 2011. It started as just a mixture of music from around the world, and has grown to include music and talk programs in English and in language, with more than 20 different language programs now broadcasting on the digital band.

Some people come straight onto Global when they join the station, especially for English-language content, though we might repeat it on 4EB analogue during the night. It suits people who are looking outside the boundaries of their language programs – whether they are scientists, music lovers, sports journalists or whatever else. Some of our English-language Global programs are repeated on other stations (*The Wire*, *Fair Comment* and *Where Are You From?*). We still have plenty of music programs, which can be more accessible for new presenters because they don't take as much time to produce. There's a Bollywood show that brings together different Indian language communities and an Indian classical music show.

For others, digital provides a means to expand their community's programming. For example the Dutch program was able to extend their program by an hour by continuing on the digital band. Our Filipino program

only had one hour on 4EB, but now they have four more hours on Global, so that's provided space for a women's program, *Groove* which has a younger audience, *Filipino Today* which focuses on news and current issues and *Filipino Classics* which targets an older listenership.

Digital gives us more opportunity to diversify our programs and audiences. When there is only an hour for a language, we don't like to divide and segment it so the programming tends to be more generalist, appealing to the majority, while having more airtime allows for a greater variety of programming. It's also allowed us to start live Outside Broadcasts from Queensland rugby games on Saturday afternoons. On analogue we couldn't afford to drop out two hours a week to cover a match but on Global we can have sports broadcasting without displacing language content.

And of course we also have a website, streaming, audio available on-demand and we're active in social media through the station's official pages and many other language and program pages.



Wolfgang Kreuzer (German Language Group).

How does your station ensure sustainability and longevity, in the face of volunteer turnover and precarious funding and sponsorship?

We provide the vital, unique and necessary service of programming in language for local communities, so as long as we meet the needs of the community we will have the guaranteed support to continue broadcasting well into the future - through the ups and downs of community life.

To ensure sustainability, we have committees for every language group so that knowledge is passed on when someone leaves. We've had a few generational shifts recently, on the Finnish and Hungarian programs, with long-term broadcasters finishing up, and we've successfully had both programs run with new teams now for 12 months. The content does change – some of the older listeners struggle because it's different, but we also gain a new audience. We try to keep programming general and appealing to everyone in the community, meeting the whole community's needs.

Addressing Racial Profiling In Victoria

Racial profiling occurs when police stop, question, target or search a person because of their race. It's a form of discrimination which violates basic human rights and contributes to inefficient and ineffective policing, as well as causing alienation, exclusion, disengagement and psychological and social harm. Racial profiling also generates distrust, inhibiting minority groups from reporting crimes and seeking assistance from police.

Professor Ian Gordon from the University of Melbourne analysed Victorian Police data between 2006 and 2009 and found that Africans in the Flemington and North Melbourne area were 2.5 times more likely to be stopped by police than other groups despite having a lower crime rate. These statistics provide evidence for the existence of racial profiling in Victoria. Furthermore, the Chief Commissioner has agreed that overt operational orders by Victoria Police have been known to target African youth, for example Operation Molto.

Since October 2005, the Flemington & Kensington Community Legal Centre has received over 50 reports of human rights abuses against African and Afghani Australians in the Flemington and surrounding regions.

Police behaviour reported to the legal centre includes assaults requiring hospitalisation of victims, punitive beatings of handcuffed or otherwise restrained people, unlawful imprisonment, acts of torture and brutality within police stations, excessive use of force, unlawful searches, threats of sexual violence, strip searches conducted after such threats are made, searches in unjustified and humiliating circumstances, racist and



Photo credits: Charandev Singh.

sexist comments, thefts of money and mobile phones, loss of vehicles, harassment, degrading and humiliating conduct and ill-treatment against racial and religious minorities. In some of the reports, children as young as 10 have been assaulted and mothers sprayed with capsicum spray.

A landmark racial discrimination case taken to court by six courageous African-Australian young men, Haile-Michael v Konstantinidis, was settled on 18 February 2013 with an agreement for Victoria police to publicly review its training and 'field contact' practices. Victoria Police undertook a six-month inquiry, receiving 70 submissions from individuals, organisations and agencies affected by racial profiling.

In December 2013, after many years of relentless campaigning by community, legal and human rights groups, Victoria Police launched a report and three year action plan to address community concerns about discriminatory policing.

Maki Issa, a litigant in the ground-breaking case, said on ABC News on 31 December 2013, 'It's the outcome of everything we've been fighting for, and it kind of justifies what we've fought for.'

The report, titled *Equality is not the same*, included recommendations to:

- review and amend field contact policy so they do not lead to racial profiling, including the definitions of 'reasonable suspicion' and 'high crime locations'
- inform individuals the reason why they were stopped and trial receipting so every contact is documented
- collect aggregated data on field contacts to monitor whether they are being applied disproportionately
- create educational material on unconscious bias
- provide ongoing cross-cultural training for all officers
- consult with stakeholders on the development of policy and processes

The inquiry was the first of its kind held by Victoria Police. Its outcomes have the potential to improve the interactions of police with Aboriginal, newly arrived and culturally diverse communities not only in Victoria but across Australia, as other police services take note of the Victorian response.

However, the Equality report lacked any apology or acknowledgment of the deep personal, psychological and community wide impacts of racial discrimination. It failed to acknowledge any of the horrific case stories

or harms related in the submissions or forums aside from the reduction in community confidence of police. This was a missed opportunity to provide not only an official acknowledgement, but some critical

education or community awareness-raising of racial profiling and its impacts that were explicit within so many community submissions. No examples are provided in the Equality report to demonstrate why change is needed or how police had failed to address this in the past.

Communities are watching the implementation of the report's recommendations with keen eyes. Melbourne-based writer Vissolela Ndenzako has founded the Racial Profiling Monitoring Project, which aims to scrutinise and report on the implementation of Victoria Police's three-year plan.

Ndenzako, an Angolan-Australian, said in *The Age* on 4 May 2014, 'I personally think that they will do their best to do the right thing, but it doesn't hurt for them to have extra pressure make sure they do the right thing'.

This article has been excerpted from the Flemington Kensington Community Legal Centre website. For more information, including citations and links, please see: www.communitylaw.org.au/flemingtonkensington

3ZZZ's Sudanese Program hosts talkback with police commissioners

On Friday 11 April the 3ZZZ Sudanese Program featured talkback with Victoria Police's Assistant Chief Commissioner Andrew Crisp.

The program discussed the relationship between Victoria Police and African-Australian communities, especially



Matoc Achol and Tamar John with Andrew Crisp.

young people. A huge number of listeners called in to take part in the talkback segment, showing that many community members are concerned about these issues.

Callers shared their own experiences and questioned Crisp about racial profiling. One woman called all the way from Alice Springs to ask, 'Why do police always look to us African youth as troublemakers regardless of what we do?' Local listeners also called and asked about police programs in the Western suburbs of Melbourne.

The talkback segment with Andrew Crisp was part of the Sudanese program's ongoing coverage of policing issues, following up from a talkback segment in November 2013 with Chief Commissioner Ken Lay. The November segment was popular with listeners keen to talk to Lay about what the police were doing to change the culture of racism within the force and stop racial profiling. In particular the community wanted to know what disciplinary action would be taken against officers responsible for the offensive stubby holders produced for staff at Sunshine Police Station in Melbourne's west which referred to a racial slur against Africans.

Ken Lay assured listeners that action would be taken, and in 2014 Victoria Police investigated 13 officers in

relation to the stubby holder incident, an inappropriate photo and some related issues. One sergeant and two constables were sacked in March 2014, while others were transferred or received admonishments.

The Sudanese community started broadcasting on 3ZZZ in 2006, and now has two programs and four regular presenters. The current team includes Matoc Mordecai Achol, Alcyone Alphonse (Ally), Tamar John and Peter Ajak and the group has succeeded in representing young Sudanese voices with three of the four presenters aged in their 20s. Peter and Matoc present on Tuesday mornings from 6 am - 7 am while Ally, Tamar and Matoc present at noon on Fridays from 12 pm to 1 pm.

I asked Ally if she had any advice for presenters doing talkback for the first time and she stressed the importance of preparation. A few tips:

- research the topic and information about your guest
- give a clear introduction to the topic and your guest for your listeners, explaining the background to the issue
- start with your own prepared questions as most callers will want to comment rather than ask questions
- screen callers before you put them on air
- ask the callers to say to you what they want to say on air – both to check their comment is appropriate for the show and also to prepare them to articulate it concisely
- pick the callers whose contributions are most valuable and relevant, and don't repeat what's already been said
- be patient with callers who may have long comments
- politely direct the conversation and draw people to a close if you are running out of time
- relax and enjoy the discussion!

Ally also added that people are quite willing to be guests and engage with the community in a talkback segment, so there is no need to be intimidated when asking someone to be on the show as you will find most people are very approachable.

Juliana Qian (with Alcyone Alphonse)

NEMBC Operations Officer

Africa Media Australia discusses discriminatory policing

Discriminatory policing has also been covered on Africa Media Australia, an independent not-for-profit media company and advocacy group. As with community radio, AMA shows that ethnic communities respond to under-representation and negative stereotypes in the mainstream media not only through complaints and feedback, but by making media themselves.

The AMA website offers articles and videos in many languages including English, Arabic, Kiswahili, Dinka, Somali and Murle, and recently NEMBC Executive Officer Russell Anderson gave a presentation for AMA's training course (see p 11).

AMA has provided regular in-depth coverage of racial profiling. In May 2013, AMA recorded an exclusive interview with Victoria Police Chief Commissioner Ken Lay with Daniel Haile-Michael, the young African-Australian man who took the case to court (and also a community broadcaster on 3CR's African-Australian Voice) and AMA's Clyde S Sharady. The 60-minute interview was Lay's first media appearance since the case was settled in February 2013. Clyde followed up with Lay in another interview in May 2014.

You can watch these interviews and much more on the website: www.africamediaaustralia.com



It's Time To Recognise

In the millennia before Australia became the nation it is today, before the First Fleet and subsequent waves of immigration, it was home to more than 250 diverse nations and language groups.

Aboriginal and Torres Strait Islander peoples had lived in this land for more than 40,000 years. This history reaches back to a distant time on the planet. As other civilisations rose and fell across the globe over tens of thousands of years, Aboriginal and Torres Strait Islander peoples adapted and survived, honing sophisticated knowledge systems and cultures that are specific and unique to this land.

There is something for each of us to celebrate in these facts – a connection to Australia's first cultures and peoples, with a span of human history almost unimaginable in length.

And yet not a single word in Australia's Constitution currently recognises this long and impressive history of our own country.

And so, today, a movement is growing to recognise Aboriginal and Torres Strait Islander peoples in the Constitution and ensure there is no place in it for racial discrimination.

The goal of the movement is simple: to have a statement of recognition of the first Australians placed in our founding document, and ensure there is no place for racial discrimination in it.

The only way to fix this is through a vote at a referendum. This will be our chance to fix the silence in our founding document about our true and long history as a country. And it's a chance to deal with the sections of our Constitution that still allow governments to discriminate on race.

Referendums are notoriously difficult to win in Australia; only 8 of 44 proposed changes have succeeded. That's why this movement needs your active support and involvement. You can help build community understanding and campaign actively for the chance for us all to vote on this.

This movement not only has wide support amongst Aboriginal and Torres Strait Islander peoples, but also across the political parties. More than 205,000 Australians have already joined the movement. We need to keep building the grassroots movement of everyday Australians from all backgrounds campaigning for this chance to vote, and to vote Yes.

As ethnic broadcasters, each of us has links into our own communities, and audiences we can reach to help spread the word. We have a responsibility to help get the word out, to share this information with our audiences and invite them to be a part of this movement. We can get in touch with Recognise and ask to interview a campaigner.

We know that Aboriginal and Torres Strait Islander cultures are uniquely Australian, and help to define our national identity in the world. So we all have a responsibility to safeguard this for future generations, by recognising this long history in our country's Constitution. And when we do, every one of us – from the first Australians to the newest arrivals to these shores – will get to share a formal connection to the world's oldest living cultures.

**Join the movement today at
www.recognise.org.au**



Michael O'Loughlin, Adam Goodes, Belinda Duarte

Shepparton Regional Youth Leadership Program

How do you bridge the gaps that limit people's participation in everyday life in Australia? How do you single out the leaders from the followers when people aren't too sure how the Australian legal system, media and society work? There are still people out there who believe that the 'thrown in the deep end' approach works for everyone from every walk of life.

The Regional Youth Leadership & Participation Project, run by the Ethnic Council in Shepparton, was put into place to assist 35 newly-arrived migrant youth who want to rise above these limitations. The attendants came from various backgrounds, such as Afghani, Congolese, Iraqi, Iranian, Pakistani, Sudanese, Ethiopian, Indian and Japanese.

Knowledge is key when it comes to achieving your goals. In six days over six weeks (1 May 2014 – 23 June 2014), seminars were run providing the knowledge and skills for the students to build their own foundations to success. We invited community leaders, politicians, inspirational speakers, members of the local police force, legal advisers and other valued members of society to share their knowledge with the students.



Group photo of participants and NEMBC staff. Photo credit: Shepparton News.

The Ethnic Council of Shepparton facilitated this program because Shepparton is an ever-expanding community with a large multicultural presence that is continually growing. Unfortunately, no-one is told how everything works when they first arrive, which can be a daunting and terrifying experience.

One topic discussed was how law and government work in Australia. This was an important point of conversation because many of the attendants came from dictatorships and we needed to allay fears that may be harboured that the local Police Department might also resort to heavy-handed and brutal methods of information gathering.

We discussed the media landscape in Australia and how multicultural young people can get involved and represent themselves. NEMBC gave a presentation about the role of media in a multicultural society; attendants gained insightful information on how multicultural young people can participate in media through other channels other than mainstream media.

Other topics discussed were the importance of leadership, and even employment was up for discussion, based on the fact that there are beliefs that race and religion prevent people from obtaining gainful employment. The idea of running these seminars was to provide evidence and information debunking these myths

in regards to life in Australia. Over the six days, guests from various professions have come and shared their wealth of knowledge, experience and passion in hopes that it may motivate these students to reach their own lofty goals.

Discussions that revolved around employment barriers, perceived and pre-conceived, were chipped away proving that they can achieve if they put in the hard work and not hold themselves back. Women are treated fairly as equals within the workplace and not delegated tasks that may be considered 'feminine'. Even the different media types and freedom in which you can use such mediums was discussed at length proving to the students that our country is open and fair when it comes to releasing information, within reason of course.

The program ended on 23 June and it's up to these students to continue on with their own initiative. Already there is a volunteering group preparing to make a garden at a local Primary School using only native plants. There is also a parallel program being organised for CALD youth between the ages of 15 – 25 in the Wodonga area.

The Office of Multicultural Affairs and Citizenship (OMAC) passed this program across to the Ethnic Council along with funding to produce this program which has received positive support from other organisations including Shepparton GOTafe, Word and Mouth, Goulburn Murray Community Leadership Program (Fairley Leadership Program), Alpine Valley Community Leadership Program, Greater Shepparton City Council, Wodonga Tafe, Wodonga City Council, Wodonga Senior Secondary College, Gateway Community Health and Albury/Wodonga Community College.

OMAC's Promoting Community Harmony Program funds programs that promote harmony between cultures and faiths, build a better understanding and respect for differences, and help combat racism and discrimination. With OMAC's support, the Ethnic Council was able to build a program that assisted the multicultural youth in empowering themselves by increasing their confidence with their peers and professionals from a wide range of backgrounds. By encouraging the youth to raise their hands and ask questions, the students showed initiative and a genuine interest in the local community and how it works; providing an inside look at how some organisations run through excursions showed the youth that businesses can be fun and vibrant; and lastly running a volunteer project for a local primary school will provide some valuable experience in working with a greater diversity of people.

The most important piece of knowledge garnered from this program would be to not hold yourself back and don't be afraid to try. The worst that could happen is that you get told no, but that should motivate all of us to try again or get a higher education. Believe in yourself and you can achieve.

Sam Atukorala

*Project Officer of Ethnic Council of Shepparton
& Matthew Puchala, intern at Ethnic Council of Shepparton*



SYN Nation: The Newest Member To SYN's Diverse Family

This year SYN is expanding to give broadcast opportunities to young people across Australia through our digital channel, SYN Nation. Over and over at SYN we see the huge positive effect that being a part of community broadcasting has on young media makers and for a long time, we've been hearing from young people outside metropolitan Melbourne who want to be able to produce media that is important to them. This project will give anyone under 26 across Australia the opportunity to have their voice heard.

In 2014, we're working with five partner community stations: 2XX in Canberra, Bay FM in Byron Bay (NSW), Edge Radio in Hobart, Gippsland FM in Morwell and 3WAY FM in Warrnambool, with one Young Media Leader in each area working to start a community of young people who can produce content for their local station and SYN Nation. These regional Media Hubs give young people a supportive and creative space to make media and the opportunity to broadcast to a national audience.

Since the official launch of the station in April, we've been able to expand even further and begin to re-broadcast



The five Young Media Leaders with Federal Minister for Communications Malcolm Turnbull, who officially launched SYN Nation on April 2nd, 2014. (Left to right: Honni – Edge Radio Hobart, Yen – 2XX Canberra, Bianca – Gippsland FM, Sam – 3WAY FM Warrnambool and Jack – Bay FM Byron Bay).



Young Media Leader Bianca presents to a panel of experts at a workshop at SYN in Melbourne.

great content produced by under-26 community broadcasters from Perth and Darwin.

Our non-metropolitan content ranges from long-form interviews with young people in Tasmania to a variety show hosted by 10+ students in Byron Bay; the oldest of whom is 16. Young media makers contributing to SYN Nation are producing multi-platform content that can be broadcast live and hold an online presence at syn.org.au.

We want to give access to anyone and everyone under 26 who wants to make media. Whether you have a community radio station in your town or just an audio recorder in your pocket, you can have your voice heard on SYN Nation.



Young volunteers in Byron Bay present their third ever episode of 'The Hub', live on Bay FM.

Hearing the different perspectives of young people across Australia is at the heart of this project, and is a key aim for our Canberra Media Hub, led by Young Media Leader Yen Eriksen, who says 'it is really important that the truest sense of our diverse community is heard on radio waves'.

'Young Folk Media, which is the young media makers Hub I have collected here at 2XX, prioritizes a diversity of perspectives because it is important to feature the intersections between different groups, through different lenses, such as youth.'

This year is just the beginning - we want to extend this project into the future to give all young Australians the tools and opportunities to make media that's important to them. SYN Nation creates a platform for a diverse range of youth perspectives, from all backgrounds and walks of life, to start contributing to media in Australia.

You can listen to SYN Nation on digital radio in Melbourne or stream online via syn.org.au. If you're under 26 and want to get broadcast on SYN Nation, let us know via national@syn.org.au

Tess Lawley

National Youth Media Project Coordinator
SYN Media

Women's Committee Update

The Women's Committee met at the NEMBC office in May 2014 to talk about upcoming projects and activities.

Next year will be the 20th anniversary of the establishment of the NEMBC Women's Committee. This joyous occasion will be commemorated by producing an e-book celebrating the achievements and successes of NEMBC Women's Committee. The book will feature past members, detailing why they joined in the women's committee and what they enjoyed the most, projects and the contributions that the committee has brought to make a difference to women in community broadcasting. Readers will be able to access from the NEMBC website. More information to come – watch this space!

3ZZZ Broadcasters Honour Women They've Learnt From

On Saturday 10 May, the co-ordinator of the Arabic Youth Program Adibeh Abdo-attia and broadcaster Gaby Haddad attended 'Honouring the women we've learnt from' Afternoon Tea, an event inviting men and women to share stories of the women they've learned from. It was held at the Janet Clarke Hall at Melbourne University and was organised by the Women's Melbourne Network.

Speakers on the day included Alice Pung and Dr Leslie Cannold, who was named Australian Humanist of the Year in 2011.



3ZZZ - Adibeh Abdo-attia and Gaby Haddad

Broadcaster Gaby also had the opportunity to share an original poem on the day about the woman she has learned from, her mother. It was a highly successful event with a timely reminder for all who attended to honour the women they've learnt from, women that can sometimes be taken for granted.

Women's State Forum, Brisbane

The committee will run the first-ever NEMBC women's state forum on Saturday 2 August, in Brisbane hosted by Radio 4EB. The theme of the forum is 'Women in Radio'. This forum invites women from broadcasting and non-broadcasting backgrounds to network and share their experiences in radio broadcasting. The forum is also offering radio and media skills workshops, and opportunities to discuss the role of women in community radio broadcasting and indulge in a day of fun and excitement!

There are no entry fees to the forum so please, register your interest with Women's Committee Convenor Irene Tavutavu at info@4eb.org.au

There will be a live feed of the forum, follow the conversation on Twitter at [#womensforumqld](https://twitter.com/womensforumqld)

Twitter

Radio 4EB: [@radio4eb](https://twitter.com/radio4eb)

NEMBC: [@nembc_official](https://twitter.com/nembc_official)

Facebook

Radio 4EB: www.facebook.com/radio4eb

NEMBC: www.facebook.com/nembc

Website

Radio 4EB: www.4eb.org.au

NEMBC: www.nembc.org.au



NEMBC Qld State Women's Forum
Hosted by Radio 4EB 98.1FM

"WOMEN IN RADIO"

SATURDAY 2ND AUGUST 2014

AT 140 MAIN STREET KANGAROO POINT

STARTS: 9:00AM - 5:00PM

- > Key Note Speakers
- > Networking
- > Information Session
- > Workshops; Voxpop and program presentation
- > Mike use, voice production
- > Social Media use

For further information contact:
Irene Tavutavu 0411 479 019
Email: info@4eb.org.au
RSVP by 23rd July 2014 for catering



Art In Diversity At 5EBI

The story of Art in Diversity begins some eight years ago with a few 5EBI artists getting together to hold an art exhibition in the auditorium of 5EBI. Much has happened since its humble beginnings as part of the EBI Radiothon in 2007. Having gained experience, it was decided that the Art in Diversity exhibition would become an annual event in its own right but still a part of the EBI fundraising efforts.

Much has been done since those early days. The auditorium had a complete makeover transforming it into a first class gallery. Between 2009 and 2012, Art in Diversity joined the ranks of the South Australian Living Arts (SALA) festival, thus putting our gallery at EBI on the SALA map for all to see. Well-known South Australian artists who exhibit with us are Alan Louis Ramachandran (watercolours), Leslie Jorganson (pastels) and Suzanne Laslett (photography) to name just a few.

After a year's absence, Art in Diversity, 5EBI's own art exhibition, came back in 2014, smaller, with a new concept and at a new time but as colorful and exciting as always. The overall feedback from both artists and visitors was 'Australia's got talent' - Indeed!

Thanks to our MCs on the night, David Sabine and Ewart



5EBI's art exhibition

Shaw, the opening on Friday 2 May was a great success. The evening reached its climax with the announcement of this year's award winners. Angela Souter claimed the first prize with her remarkable painting: *Into the Mystic*. The second prize went to our well-known local artist Alan Ramachandran for his melancholic take on North Adelaide. Alli Symons presented her view of Australia as a "Land of Dry Lakes" with an interesting mixture of native materials, which secured her the third prize.



Angela Souter's 'Into The Mystic'

We thank Kat and Ron for doing an incredible job choosing the prize winners from the abundance of quality entries. A special mention goes to Henk de Weerd's 'Winter garden', Lourdes Dueñas-Blinca 'Coconuts for Sale in Philippines', Swee Wan Yew's 'At the Dumpling Shop' and Max Magain's 'Sunset-Morning', who all received a Certificate of Merit. Last but not least a big thank you to our sponsors 90 Mile Wine and Rotary Club of West Adelaide for their wonderful support.

With a successful new start for Art in Diversity we are looking forward to even more incredible artwork for next year's exhibition.

African Community Show On Sunraysia HOT FM

We are local live group of three volunteers from the African community in Sunraysia Mallee. Our names are Jean-De-Dieu Nkurikiye, Jean Paul Nzeyinama and Joselyne Ntahomvukiye.

We started to work as volunteers on Sunraysia Community Radio HOT FM 106.7 in September 2013.



(left to right): Joselyne Ntahomvukiye, Jean Paul Nzeyinama, and Jean-De-Dieu Nkurikiye

Our show is on from 7.30 pm – 8.30 pm every Tuesday. We deliver the program in three languages: Kirundi, Swahili and Kinyarwanda.

After local and national news, we choose a topic to discuss twice a month. For example: What is a different life between youth and children in Australia and Africa?

This week we have discussion about refugees' life in the world. Also we have an African community member who organised a celebration for World Refugee Day which will be held on 21 June 2014 in Mildura. We found that in Mildura, not many people know about World Refugee Day. Once a week we have guest speakers from different organisations to talk about their services supporting communities, including people from Africa to talk about their traditional activities and ceremonies.

We are happy to work as volunteer at Sunraysia Community Radio HOT FM 106.7.



4EB Live Outside Broadcast From Forest Lake Multicultural & Dragonboat Festival

**Hi! My name is May from 4EB radio station!
I am a broadcaster who participates in the
English, Mandarin and
Cantonese programs. I am passionate
about broadcasting
in multicultural radio
station as I meet
interesting people
from all over the world
with their stories
and challenge myself
while adapting any
unexpected situations inside the studio during
the shows.**



As Cantonese is my mother language, I mainly broadcast in the Cantonese Youth Program, Durian Club, for every Saturday 10:30pm -12.00am. Our programs include various informational segments, like news, what's on in Brisbane, restaurant reviews and interviews etc. As I am an outgoing person who loves travelling, I pioneered a travel segment called 'Durian Travel' last year, which provide tips and interesting stories during our trips.

On Sunday 1 June, *Durian Club* and another team in the Chinese Group attended the Multicultural and Dragon Boat Festival which was organised by Hakka Association of QLD. We headed down to Forest Lake for a live outdoor broadcasting program in the morning. The competitive dragon boat competitions, the enthusiastic cheering from the crowd and the wonderful performances on the stage created a joyous atmosphere in the event. It was my first time being the panel operator in the Outdoor Broadcasting Van, which made me feel nervous but excited. Two other broadcasters from the Chinese group, Tony and Judy, were very excited about the program as this was our first time to conduct a live program at the festival.



By communicating with our technician Alex and another broadcaster in the studio, the program ran smoothly. I appreciate Alex's help on the site as he was so calm and assisted me throughout the program. He was chatting with me cheerfully while he was still preparing

the equipment just few minutes before the program! As every minute counts, the only thing we can do is to calm down and do it step-by-step so as to minimise the mistake. Although there were some noise from the crowd and competitions, we finished the program successfully. Finally, I would like to give special thanks to *Durian Club* and our Chinese Group president Elsa Shuay for creating this unforgettable broadcasting experience in this event!

May Yuen

4EB Cantonese, Mandarin and English broadcaster

Mario Sammut Awarded GCR Presenter Of The Year

Gippsland Community Radio (3GCR) 104.7 FM recently held its annual awards function, at which Breakfast and Maltese program presenter Mario Sammut was awarded Presenter of the Year.

Mario arrived in Australia in 1983 with his wife Vivienne and three young children. He never imagined that he was going to be a radio presenter in Australia but he started broadcasting on Brisbane's 4EB shortly after arriving in Australia. Eighteen months later, he and his family moved to Morwell in Victoria, where he was asked to take over the Maltese program on 3GCR Gippsland FM.



Mario Sammut

Today, 28 years later, he is still doing the Maltese program on Tuesdays 5.30pm to 7:30pm, and for the last 15 years has also presented Wednesday Breakfast from 6am to 9am in English.

This year Mario also celebrates 25 years on air at 3ZZZ in Melbourne where he broadcasts the Maltese program '*Ejjeu Oqoghdu*', and 25 years as Honorary Vice-Consul of Malta in the Latrobe Valley and Gippsland.

Mario's service to the community has been recognised through multiple honours, including an Order of Australia Medal in 2012 and a Silver Logie for the Best Ethnic Show in a Non-Metropolitan Area in 1988.

Congratulations, Mario!



The French Connection On Bay FM – A Challenge For Change



My program *The French Connection* has been running for over 18 months on Bay FM 99.9 and presents a challenge for change socially, politically, linguistically, culturally and at a personal level as well.

Socially, I act directly in the heart of a community that is rather under-exposed to differences in terms of foreign languages and cultures, foreign customs, foreign beliefs and foreign values. Byron Bay is said to be 'the mecca of nonconformity' though. So why has that under-exposure been enduring?

Besides a few foreign restaurants in the area (including some very successful French restaurants and patisseries), it's very rare to meet with French business people around here and even rarer to attend French social events. L'Alliance Française in Lismore - a thriving university hub otherwise - has trouble finding new volunteers and members to gather people to their monthly petanque (bowls game) or petit-déjeuner and I've not succeeded in facilitating a French club as people in our community are busy and wary of expenses and the long distances travelling to events. Our sponsorship team has also struggled to find sponsors for my show.

So, I've kept taking up the challenge to chase as many people as possible and from all walks to come and chat with me in the studio and make the French community aware of their business, their passion and their interests. I've managed to interview so far an amazing diversity of people who ended up loving sharing their own French Connection, including an Aboriginal poet giving his own interpretation of Gaston Bachelard's *Power of Dreams* through his own dreaming culture, an educator from Ethiopia who came and shared her values in modern education, a female explorer from New Caledonia, and many chefs, writers, musicians and artists. I keep my antennas all out and keep my list of potential guests constantly updated so that our social web becomes extended, broad and diversified, because I believe the more we're exposed to different cultures, languages, politics, people, and ways of living, the more chances we have to live in a social context that is open, humanitarian and tolerant.

Politically, the climate worldwide seems to have become predominantly conservative, if not plain rightist and fascist even. To serve a community radio station like Bay FM 99.9 is a joy to my leftist heart, open to everyone with equal respect. There is no such thing as competition within the station between presenters. It's like being part of a huge family there. And all our guests have enjoyed this spirit.

There is unconditional support from the Production Team, the Management Team, the Program Team and the Sponsorship Team. Our views can be freely expressed during our meetings and we all share responsibilities. I find it to be the practice of democracy at its best.

Linguistically, the show gives us a chance to have our language heard and shared. But not in a very limited way of speaking the Standard French from Paris. Far from it!

The challenge for all our listeners is to be exposed to an amazing variety of accents – not only those from France (Britanny, Southerners, Marseille, Lyon...) but from the whole French speaking world. I enjoy playing music from Belgium, Africa, Quebec, La Reunion, Madagascar, Vietnam, Acadian – all accents are very welcome at the station. No elitism. No exclusivity.

Culturally, we make it a point to cover a very broad range of cultural information, not only sports as is sometimes the case in Australia. We look at plays, classical music, French musicians performing at Woodstock or Womadelaide, French film festivals and films on television or at local cinemas, as well as fashion styles and trends. We play an eclectic selection of music from all genres.

Personally, broadcasting is a challenge in terms of multi-tasking and technical skills, and it also means I am exposing myself. At the beginning, I made sure to almost be anonymous. Nowadays, I enjoy sharing colourful or interesting bits of my life sometimes: mentioning my sons living in Quebec, or the birth of a female calf, or the harvest of fresh produce on our farm.

Out of respect for my listeners, I do consciously refrain from taking the space for my personal opinions and tastes and often with my guests, even though I totally embrace what they come to share with us, I will play the devil's advocate, just to let them lead the show and get their juicy passion out and defend their point of view if they want to.

Last, but not least, presenting this program challenges me to keep up to date with various aspects of the modern French-speaking world: not only on the musical scene (new styles, new currents) but at all the levels mentioned above. In order to do so, I use many sources and programs available on the Net and also subscribe to a few magazines. I've spent hundreds of dollars on equipment and music for my program. I love the challenge of developing my technical skills and making the show more professional, and always keeping it fresh with new content.

Voilà!

Monique Lavail

*Presenter, The French Connection,
Thursday 1.00 pm to 2.00 pm on BayFM 99.9*



Polyfonix

Welcome to Polyfonix on Radio 3ZZZ 92.3 FM. Polyfonix is a multicultural youth program broadcasting live from 10-11pm on Saturdays.

What is special about us? Apart from being one of the three programs broadcasted in English at our station, our volunteers come from different backgrounds and nationalities: Vietnamese, Singaporean, Malaysian, Italian, Mauritian, Singhalese, Australian and more.

We are proud to say that our show promotes young local artists. We have been very active in getting musicians to come on our

show and perform live in our studio. From mid-May until early June, we've had five young and enthusiastic artists and groups come to the program: local pop artist Thomas Byrne; Establishment Award winners Chaser, Nathan Varga, Rae Rae Valeni and The Fabric. Thomas brought in his two-deck keyboard while Nathan and Rae Rae showed off their amazing voices with acoustic accompaniment. Chaser delighted us with their five-part harmonies.



Nathan Varga

When the live broadcast is over, it can still be viewed on YouTube at a later time. This new addition to the program has received great feedback from our listeners and attracted those who support local artists. For the artists, they get to show their talents to their fans and to the Polyfonix audience and artists can use the material to promote themselves.

Volunteers for Polyfonix have gained confidence in radio broadcasting, experience and understanding in media, as well as other skills and the opportunity to meet local artists and see live performances.

We're proud to be nurturing and helping young



Thomas Byrne

people on their career path. Many of our previous volunteers are now active in the media field, such as Ching Yee who is now working as a food writer for a Malaysian publication, or

Rachael Bongiorno who used to work at the NEMBC and has written for *New Matilda*.

If you'd like more information about us, interested to volunteer on our show, or just want to give us a shout out (coz we're cool) check us out on Facebook: www.facebook.com/PolyfonixOr or <http://www.polyfonix.com.au/>

And don't forget to listen to our show on 92.3FM every Saturday from 10-11pm

Find us on youtube: youtube.com/polyfonixmelbourne



Rae Rae and Mindy



Chaser

We are also innovative and use different ideas and technology to engage our audience, not just through listening but seeing our program visually, as well. We have set up a YouTube live broadcast (in HD), which means audiences can view what is happening in the studio live as we broadcast on air and hear us talk behind the scene when we broadcast songs – because that's the closest to being in the actual studio! This is thanks to our Executive Producer, the tech-savvy Edgar Tan.



Ivan and Mindy with Ben and Luke from The Fabric



3ZZZ Vietnamese Group

The Vietnamese group at 3ZZZ has been broadcasting for 17 years and I (Mrs Hong) have been with the show since the beginning. There are four volunteers on the program: one person to do the panelling and three others who come from the north, centre and south of Vietnam to present the show. There's a fine gender balance on the show: two males and two females.



From left to right (2 females) Tiet Thu, Hong Nguyen and Mr Mai, Dinh Hung.

On our show, we don't discuss politics; rather we talk about things that matter to the Vietnamese community such as health, education and travel. The second major topic that we talk about on our show is family and love. And the last part of our show is dedicated to arts, music and literature. We play all sorts of Vietnamese music on our show, including old songs, folk music and we take requests from our audience, too.

It takes us roughly one week to prepare for each show. I would collect or write down stories or things that I've heard during the week and gather them for our show.

Lately we haven't had many guests coming in, but normally our guests are from Australian-Vietnamese women's associations.

Our program is popular among the Vietnamese community in Victoria. You can catch us on 3ZZZ ethnic radio station 92.3FM from 10am - 11am on Tuesdays.

3ZZZ Vietnamese show presenter Mrs Hong Nguyen, in conversation with NEMBC Admin Officer Mindy Dinh

VBC Radio Profile

Station: ICMS Canberra

Language: Vietnamese

Program time: Thursday 9pm – 11pm

The Vietnamese community in Canberra is one of the most populated ethnic groups. Being rich culturally

and integrated into mainstream society, Vietnamese Australians in Canberra are in need of a common communication tool to enhance community activities through fast and effective broadcasting of relevant news to community members. We, therefore formed the Vietnamese Broadcasting in Canberra (VBC) radio group, operated by volunteers to service the Vietnamese community in Canberra. And our first broadcasting night was on Thursday 9th August 2007 at 22:00.



VBCRadio team taken inside ICMS studio. (left to right) Quang Huy, Hoài Thanh, Huy, Kieu Loan, Hoàng Quyên, Diem Châu, and Quoc Khiêm.

We broadcast two hour programme weekly; Thursday 9pm to 11pm. The first hour of the programme; for the odd weeks include segments: News, Community information, Music, Current Affairs, On this day in history, Story of famous people, Thoughts of the week; and for the even weeks include segments: News, Community information, Music, Current Affairs, Education, Health matters. The second hour of the program segments: reading stories, Vietnamese literature and cultural.



VBCRadio team broadcasting live inside studio number 2

Throughout seven years of service, we conducted interview with politicians, community leaders, young people, spiritual leaders on various topics. Our recent guest was Mr Le Cong, Vietnamese community leader in Canberra on the topic 'how to attract young people engaging in community activity'. In coming weeks we will be interviewing Don Le, president of Federal Vietnamese Students Association in Australia, in regard to the First National Vietnamese Youth Conference in Melbourne, from 10 to 13 July 2014.

Feel free to catch us on facebook: [vbc.voice](https://www.facebook.com/vbc.voice) or drop us an email at vbcradio.act@gmail.com

You never know what they may
be going through.

Mabel Kwong
Writer

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Why I Chose To Be A Multicultural Blogger



Mabel Kwong is a young twenty-something year old writer from Melbourne. She blogs at MabelKwong.com on all things diversity and culture. Apart from writing, she has volunteered in community radio (SYN 90.7FM, Radio Programming Manager 2012) and loved every single moment of it.

I always ask myself what it means to be an Asian person living in Australia. When I decided to blog, it was natural for me, an Asian Australian of Chinese descent, to write about what matters to me: multiculturalism, Diasporas and diversity.

I put up my first blog post in October 2012. To date, my blog has close to 200,000 page views and over 2,500 comments.

The Highs and Lows of Blogging

When I started blogging, I blogged mainly about stereotypes and racism and actually ran out of things to say on these topics a few months later. Thinking outside the box, I began looking at everyday life from cultural angles, putting together blog posts such as How I'm Inspired To Call Myself Asian Australian, Why Some of Us Wear Shoes At Home and What Is Happiness? Blogging creatively on a range of topics, I feel I've become stronger as a writer.

Connecting with fellow bloggers has been fun. It's exciting reading blog comments from bloggers interstate and around the world, learning from agreeing and disagreeing views I've never thought of within cultural conversations.

On the other hand, sometimes you get trolled by bloggers and comments can get quite nasty. I was trolled on my post Understanding The Asian-Girl-White-Guy Relationship and it wasn't pleasant. There was a point where almost every day readers commented on this post that I held racist feelings towards Asians, based on what I had written on this sensitive topic. Everyone has a right to an opinion, but sometimes words hurt and can dissuade you. But I wasn't discouraged because I pride my blog on being a space for respectful discussion on diversity, and I blog because I want to broaden others' perspectives and open conversations about what we see every day. So I removed those hurtful comments.

Why I Blog

There are several reasons why I blog and chose blogging as a platform to share my thoughts on ethnicities and culture. Firstly, I love writing. That motivates me to blog each week.

Secondly, blogging gives me full creative control over what I publish. There's no editor telling me to write about this or that; I pick my own topics and photos for my blog. I feel I'm able to freely express myself as a multicultural writer here.

With blogging comes the flexibility to publish anytime I want. Pitching articles on cultural diversity to both mainstream and niche local magazines and online publications, time and time again I get the demoralising response, 'That's not what we're looking for'. In a predominantly Anglo Australia, most certainly me and other young ethnic Australians have something interesting to say on any topic given our heritage.

It's never easy being part of a minority group in Australia. We tend to be under-represented in the media. Also, we usually face racism or get teased for how we look. This is another reason why I blog, and mostly about diversity. All of us may have our cultural differences, but we are very similar in that we always try to make a positive contribution to our communities. We deserve a voice.

Blogging Advice For Young Writers

For budding writers, blogging is one way to share your craft with the world. Blogging regularly, say once a week, usually sends out the message you're dedicated to writing and it gives readers reason to come back and read what you write.

There's every chance you'll meet new 'blogger-friends' when you check out and comment on other blogs. When you do, there's every chance they'll check out your blog too.

No two people of the same race have the same stories to tell. So don't be afraid of sharing personal stories through blogging because they'll be one of a kind. Be honest with what you blog about too (minding defamation laws). There's always so much contagious energy and enthusiasm within young voices.

Blogging and Beyond

When you blog, you share. You share what you're feeling, what you're thinking or what you're passionate about. For me, I never set out to 'build up a profile' through my blog and blogging isn't a competition. It isn't about gaining views but inspiring others to be comfortable with their heritage and in their own skin.

Last year, a teacher at Kurunjang Secondary College in Melbourne's west read my blog and asked me to talk to her Year 12 class about my experiences growing up Asian in Australia. Flattered, I did and talked about how I grew up feeling too Asian to be Australian and too Australian to be Asian.

When I finished, the multicultural class of students – Anglo, Indian and Vietnamese backgrounds to name a few – kept asking me questions about how I came to accept that I'm 'different' and confidently write about racism today. I guess I've achieved what I wanted with my blog.

Blogging isn't only about sharing, but it's a journey too. Blogging can take you and those around you places - and you never know where we'll go.

Mabel Kwong



CBF Tightens Fraud Controls And Increases Scrutiny Of Grants Compliance

Unfortunately for the first time in 30 years of successful grants administration, a station has been found to have applied for and managed its CBF grants in an improper and fraudulent manner. The Foundation takes its responsibility to distribute, and be accountable for, public funds very seriously, particularly since any loss in confidence in the CBF's abilities and processes could threaten continued government support. The CBF has taken steps to improve its processes to detect and prevent fraud. A more detailed article relating to this issue has been published on the CBF website.

The station had regularly broadcast CBF-funded programs that were not eligible for Ethnic Program grants and submitted misleading recordings of programs for monitoring. The station also submitted a fraudulent audit certificate. The station had poor financial management and record keeping and there were further issues with the station's asset register failing to list CBF-funded assets.

The CBF referred relevant matters to the Australian Federal Police and required that the station return several years of ethnic grant funding. The station cannot apply for CBF grants for two years and must demonstrate that it will be able to fully meet grant agreement terms and conditions before it can apply for grants again.

Ethnic Program grant recipients are advised

1. The grantee has a responsibility to ensure that each program funded continues to be consistent with your grant application and the grant guidelines for the 26 week funding period or to contact the CBF if something changes. A simple Ethnic Program self-assessment tool is now available to help stations monitor the levels of music and spoken word in programs and for program presenters to undertake a more detailed self-assessment to make sure the Ethnic Program grant guidelines are being met. Detailed information on what makes an ethnic program eligible for funding and copies of the Ethnic Program Self-Assessment Sheet are available within the Ethnic Program grant guidelines.

2. The Foundation monitors 5% of all funded ethnic programs within each funding round. To date this process has been based on the supply by a station of a recording of a typical program broadcast within the week prior to the monitoring request being received. From 1 July 2014 we will monitor programs via internet stream. Permission to record programs for monitoring purposes will be made within the grant application process. We will make sure that the program presenter or convenor has agreed that the program monitored is a typical program. Stations that do not stream their programs will still be subject to monitoring via the supply of recordings of recent typical programs broadcast within two weeks of a request being made. Timeframes for the supply of such recordings will be strictly enforced.

3. Grantees must be able to provide records fully substantiating expenditure of the funds supplied. For example: reimbursements to volunteers for program production-related costs such as subscriptions to print publications, internet and travel costs should be paid on presentation of receipts or other documentation.

4. The Ethnic Program Grant Report form has been amended to ensure that the Foundation can more accurately track actual grant expenditure against that agreed to through the consultation process required to occur between station management and ethnic broadcasters.

5. The Foundation is considering the introduction of a random audit process for grantees who receive less than \$35,000 from the CBF within a financial year (grantees receiving funding above that level must complete audit requirements).

For further information about changes to the monitoring of ethnic program grants or with meeting CBF acquittal requirements please contact CBF Grants Administrator Barbara Baxter (bbaxter@cbf.com.au; 03 8341 5900).

The Foundation's policies on Fraud Control and Whistleblowing are available at <http://www.cbf.com.au/about/cbf-policies/>

If you wish to provide information and evidence in relation to the misuse of CBF grant funds contact CBF Executive Director Ian Stanistreet via istanistreet@cbf.com.au or 03 8341 5900.

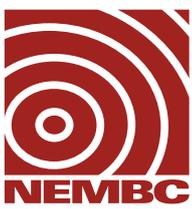
Research Tenders – Funding Reviews

The CBF regularly seeks independent assessments of its funding programs to assist the Foundation to determine whether it is meeting the community broadcasting sector's needs appropriately and efficiently. Recent reviews have included a review of the CBOline Initiatives and the community broadcasting sector's new technology options a review of Content Development Funding. The Foundation's structure and governance is also undergoing review. Further information on the Structural and Governance Review of the CBF is available from the Tenders section of the CBF website.

Current CBF Grant Opportunities

Grant Category	Due Date
Training Delivery grants	1 September 2014
Transmission Equipment grants	5 September 2014
Content Development – Program, Salary and OB & Program Specials grants	8 September 2014
General Grants – Special Small Equipment	7 January 2015
Ethnic grants	January 2015

For more information on CBF grant opportunities visit the CBF website www.cbf.com.au or call us on (03) 8341 5900



Membership

Application/Renewal 2014-2015

Please complete the form below and post to: **NEMBC, PO Box 1144, Collingwood VIC 3066.**
Alternatively you submit this form by fax to (03) 9486 9547 or by email to admin@nembc.org.au
NEMBC membership is \$25 per member program per year (including GST).

Please note that all memberships are based on the financial year and expire on June 30th each year. Payment: Please attach your cheque or money order for \$25 payable to 'NEMBC'. Electronic payment (EFT) can also be made to: BSB: 633108 / Account #: 120737887 Please quote your name as reference and confirm your payment by email. If you have any questions about membership please don't hesitate to contact the NEMBC's Membership Organiser on **tel: (03) 9486 9549 or email: admin@nembc.org.au**

I wish to make this membership application to the Secretary of the National Ethnic and Multicultural Broadcasters' Council and support the aims and objectives of the NEMBC.

(PLEASE PRINT IN BLOCK LETTERS)

YOUR PROGRAM: Program Name: _____

Community Group:

(e.g. Mandarin Language, Italian Community, Multicultural Youth, etc.)

Program Language(s):

Program Type: Single Language Multicultural

Station (call sign): _____

YOUR GROUP: (Please provide contact details of your program or group members, not the station)

Main Representative: _____ Role:

_____ (title) (first name) (surname)

Signature: _____ Date: _____

Postal Address: _____

Phone: _____ Email: _____

Details of additional people broadcasting on your program: (attach another sheet if needed)
The role in this question could be Researcher (R), Production (Pro), Reporter (Rep) Journalist (J), Presenter (P) or Panel Operator (PO).

Title	First Name	Surname	Role	Email

Your Privacy – The National Ethnic and Multicultural Broadcasters' Council (NEMBC) respects your right to privacy protection. Any personal information supplied is used to assist us in providing Members with services and resources, and in meeting our responsibilities as the peak body representing ethnic and multicultural broadcasters across Australia. To this end, information may be shared with other sector bodies. You have the right to access your personal information held by the NEMBC at any time. For more information please see our Privacy Policy at www.nembc.org.au/privacy.html or contact the NEMBC Executive Officer on (03) 9486 9549 or by email admin@nembc.org.au.



Art In Diversity At 5EBI
The annual fundraising art exhibition in the auditorium of 5EBI. See page 22 for the full report.

