

The Ethnic Broadcaster

Winter 2015 Edition – Journal of the National Ethnic & Multicultural Broadcasters' Council



NO TO NEW CBF

Why ethnic broadcasters oppose the changes

Features

The intersection of disability, ethnicity & migration

NEMBC 2015 Conference

News from Around the Stations

Forced closure of Aboriginal communities



The National Ethnic and Multicultural Broadcasters' Council (NEMBC) is a national peak body that advocates for ethnic community broadcasting: promoting multiculturalism, addressing racism and contributing to media diversity.

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The Ethnic Broadcaster is the Journal of the National Ethnic & 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.

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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.

President's Pen Maloo e lelei (Greetings in Tongan)

Welcome to the Winter Edition of *The Ethnic Broadcaster*!

As you can see from the front page of this *Ethnic Broadcaster* we are concerned about the troubling times up ahead for ethnic community broadcasting and for all community broadcasting.

One of the major challenges for NEMBC currently is the CBF's proposal for a new model of governance. The NEMBC has carefully considered CBF's proposal and concluded that that the new model has no room for representation of the ethnic broadcasters. Hence the NEMBC is running a public campaign to oppose the new model and ask members to participate in ensuring that the ethnic voice is heard and will continue to be heard. As part of this campaign, we will be lobbying government to seek direct funding. For further details of our advocacy campaign, see the NEMBC's perspective on the CBF's proposed model in this edition and visit our website to get involved.

When it comes to celebration of major milestones for NEMBC, its 30 years of existence warrant particular attention in terms of its historical development as an organisation which advocates for and on behalf of ethnic and multicultural broadcasters in Australia. Since it was incorporated under the Associations Incorporation Act 1991 of the Australian Capital Territory, NEMBC has gone through a number of significant changes including the adoption of a Board Charter in 2012, and more recently a successful application for a Deductible Gift Recipient (DGR) status and now looking to move from an association to a company limited by guarantee.

NEMBC will celebrate its 30th anniversary during the annual conference to be held in Melbourne in the last weekend of November 27-29. The NEMBC therefore would like to encourage you to tell your stories in broadcasting; stories which pertain to the theme of

the conference 'Create, Connect, Celebrate'. A special edition of *The Ethnic Broadcaster* to celebrate NEMBC's 30th anniversary will be produced so if you have any stories to mark this important milestone, please let the Secretariat know.

The NEMBC's pivotal role is to advocate for and support ethnic and multicultural community broadcasting. Advocacy is a tough business; it requires careful attention to details and in-depth study of the implications of any operational change, which happens from time to time in the community broadcasting sector. Being vigilant, strategic and proactive are important traits of effective advocacy. The UNICEF Advocacy Toolkit¹ provides some good indicators for advocacy and suggests that advocacy as a goal can be used to 'address imbalances, inequity and disparities...it requires organising and organisation. It represents a set of strategic actions and, at its most vibrant, will influence the decisions, practices and policies of others.'

This edition has an excellent collection of articles on a range of issues and news from 'Around the Stations'.

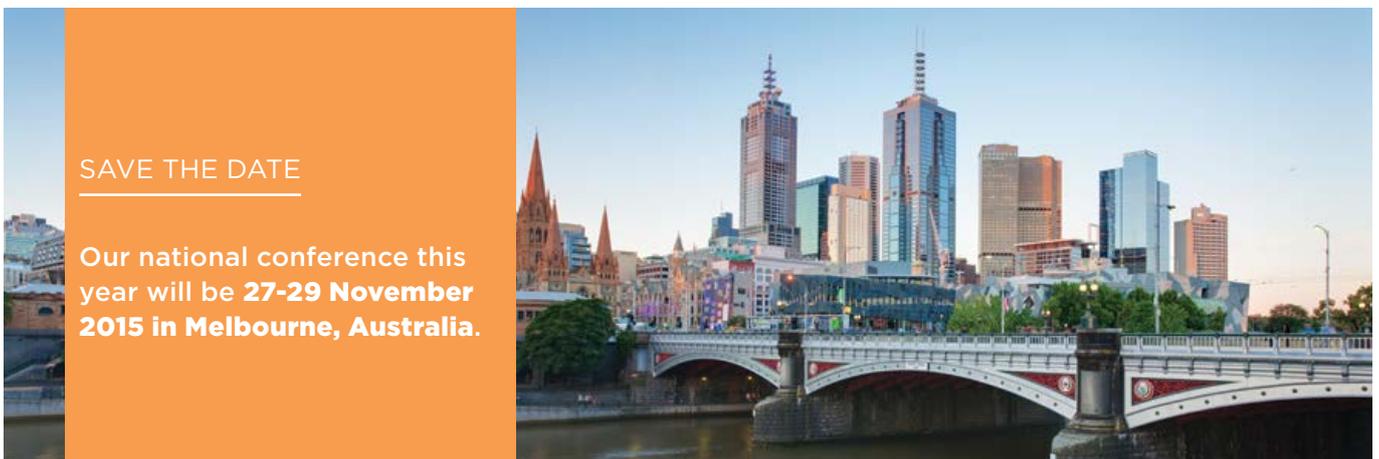
Thanks to the editorial team for the rich resources in this journal. Enjoy!

Malo 'aupito (Thanks in Tongan)



Tangi Steen
NEMBC President

¹ http://www.unicef.org/evaluation/files/Advocacy_Toolkit.pdf



Protect Ethnic Community Broadcasting

The Community Broadcasting Foundation (CBF) has proposed a new model of operation that is a radical change and complete departure from what we know as the CBF. It changes the CBF from an agency that administers funds to one that determines what happens to those funds. The CBF will in fact become a development agency that can shape the community broadcasting sector.

We are totally opposed to this new model of operation.

The most alarming thing about this move is that a small group of self-appointed people will control the sector's funding.

This new model will do away with a system that has been developed over the past 30 years. The system in place now is democratic, open and transparent, with representation from the sector that provides accountability.

The present strength of the CBF comes from its formal structures and links to the peak sector bodies. The peak sector bodies (NEMBC, AICA, RPH and CBAA) have been able to directly contribute to the decision-making of the CBF. It is a vital link that provides legitimacy to the CBF. It gives the community broadcasters a sense of ownership, participation, access and involvement in CBF decisions and directions. The relationship provides a system of communication and checks-and-balances on the funding, whilst allowing the CBF to still operate at 'arms-length' from the sector in accordance with government agreements.

This unique model reflects the very ethos of community broadcasting by allowing access and participation, reflecting the diversity of the sector. The CBF works well because it has the confidence of the community broadcasting sector and the government.

It is astonishing that the CBF's new model completely abandons this unique democratic participatory system. The new model proposed is aligned to a corporate model.

Hundreds of community broadcasters worked tirelessly to initially establish the CBF, and many thousands are still working with and developing this unique system. All this hard work will vanish if the present CBF board accepts this new model in August.

The new model proposed by the CBF disenfranchises the NEMBC and puts at risk the voice of ethnic broadcasters. The present grassroots democratic involvement of the sector will be abandoned.

- The Ethnic Grants Advisory Committee EGAC will vanish.
- There's no requirement to have ethnic or indigenous representation on the CBF board.
- The Indigenous and Radio Print Handicapped will lose their duly elected GAC's.
- The new model will disenfranchise the national peak bodies - the NEMBC, RPH and AICA.

The new model proposed by the CBF is totally undemocratic. There will be no membership base, there will be no elections and there will be no system of representation. It will become a top-down, self-appointed and hand-picked organisation.

The only thing retained in the new model is the CBAA's right to nominate the President of the CBF. The rest of the board is self-appointed and hand-picked by a small group of CBF individuals; the outgoing board. The national peak bodies will be treated just the same as any other organisation or radio station.

In the new schema, peak bodies and radio stations will be able to nominate two people. That's a potential pool of 600 people or more, from which the CBF will choose just five people. This creates a massive pool for the CBF board to pick and choose who they want to suit their intentions. It takes away power and participation from community broadcasters. There is nothing democratic about this process.

We are disappointed that the CBF has agreed to most of what was contained in the recent Nous Group Report. Once again, no options were provided; just a single model which we are supposed to make comment on.

The New Model expands and creates complexities

The proposed CBF model adds complexity rather than streamlines the grants process. Presently there are 9 GACs, but under their proposal, this expands to 11 (3 GACs and 8 Assessor Panels). They will also expand from the current 40 people to potentially 100 people. The operations of the CBF will no doubt become more cumbersome and expensive.

The proposed new grant process will be competitive and require a lot more effort by stations without guarantee of success. The current hourly rate formula is reliable and stations are guaranteed that if they produce a certain number of language programs, they will receive funding.

The ethnic broadcasters have a lot to lose

In this proposed model, ethnic community broadcasters will be required to prove that the content they produce on their programs meets required outcomes and they will have to show 'actual costs of program production'.

The current open and transparent model allows that every hour a language other than English radio program is produced, a set amount of funding is given, provided that 50% is in the spoken language. In this arrangement, there are clearly defined funding allocations for the ethnic sector, with most funds going to 'the hourly-rate', other funding for projects, and some for new start up programs.

Under the new proposal, all ethnic funding will be lumped together. According to the CBF, 'funding allocations will

be consolidated and simplified to give the Foundation more flexibility to use those funds to maximise sector-wide benefit.' Once this funding is lumped together, the CBF will then be able to set guidelines for how funding can be allocated.

We also anticipate a threat to the hourly-rate. The CBF states:

'Should the CBF introduce a more transparent approach to funding specialist Indigenous and Ethnic programming based on actual content production ... rather than the current hourly rate.'

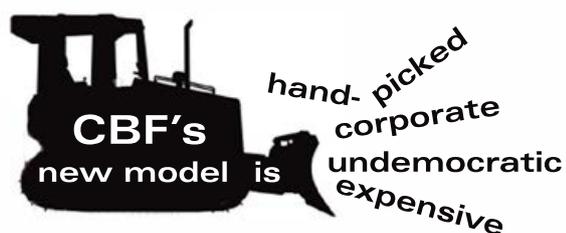
Accountability

The present system of allocating funds is very open and transparent. The new system will rely on a few individuals deciding how that money can be allocated.

We need to ask ourselves, what are the checks and balances in the CBF new model?

The only safeguard is that the \$4 million allocated will remain for people from a migrant background that produce media. But this includes ALL media: online, digital platforms, TV and radio, not just the ethnic community broadcasting sector. Apart from this, there are no safeguards. We would totally rely on the new hand-picked board of the CBF and their GACs to decide outcomes for the sector.

PROTECT and ethnic community broadcasting



The Sector Investment GAC

The CBF plans to form an overarching GAC - a super GAC - called the **Sector Investment GAC**. This Sector Investment Committee will oversee the sector and make sure that the sector is meeting its outcomes. The outcomes, of course, are ultimately decided by the CBF and will need to fit with the Strategic plan of the CBF.

The SIAC will 'provide common oversight of high level funding investment in sector coordination and sector projects, promoting a more efficient, effective and strategic use of major grants. The Foundation will have greater capacity to assist the sector to respond to a rapidly evolving media landscape.'

SIAC will also 'ensure that funding initiatives and grant programs are consistent with broader strategic intent, and will actively convert broad CBF strategic goals into action.'

NEMBC offered options

The NEMBC has offered models for change, but our proposals have been ignored.

We are opposed to this new model. The NEMBC is not opposed to the CBF becoming more 'efficient and effective'. In fact, the NEMBC was at the planning day for the CBF Strategic Plan in 2012. When we asked the CBF to be more 'efficient and effective', we did not mean it to take away the very principles on which the CBF was established in the first place.

We realise that change can occur, but it doesn't need to be so drastic.

The NEMBC suggested keeping the main GACs as a system of representation, which means keeping EGAC, the Indigenous GAC, RPHGAC and a General GAC. These committees are then represented as four positions on the CBF board. In addition to this, we recommended three other appointments to the board from experts in the community sector. We believe this system maintains the traditional reason why the CBF was established, allows for specialised expertise to be added to the CBF board, at the same time as being totally accountable to the community sector.

Make your voice heard

The NEMBC is asking community broadcasters to oppose this new CBF model. We ask you to support our campaign. Go to our website, sign a petition and see how you can get involved to protect your democratic rights and the central ethos of community broadcasters. Protect your voice so that it is not marginalised.

Russell Anderson
Executive and Policy Officer, NEMBC

On Today's Show: How to make great content for a community language radio program

The NEMBC is currently putting together a guide on how to produce content for ethnic and multicultural radio programs. The guide will include ideas for broadcasters, examples of what existing shows do, and tips on how to engage with your community. Here's a little taste of what will be expanded in the full guide.

This excerpt focuses on producing content for ethnic programs that broadcast in a community language, while the full guide will also have ideas for multicultural programs in English and programs with a specific focus, such as women's or youth issues.



What's in a show?

The main elements of a typical community radio program can be broken down into script, talent and music.

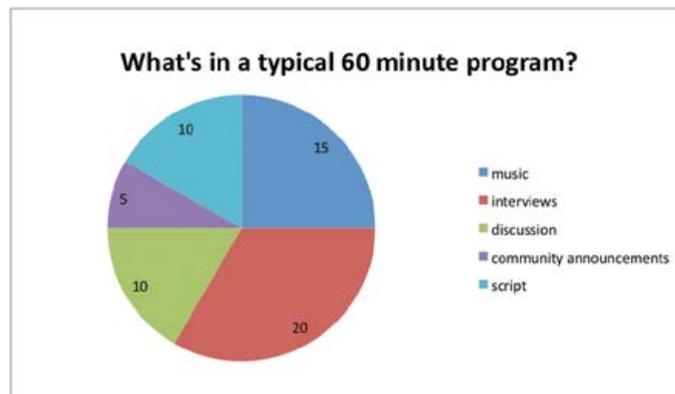
The **script** is everything you say as the presenter to guide the audience through the show as a coherent experience. It can be written in full or it can be improvised based on some loose dot points. It can also include discussion between presenters – we'll talk more about this in **Stuff to Talk About**.

Your **talent** is everything you bring in – the guests you interview, the segment you recorded at a community event, or callers you put to air in talkback. We'll talk more about this in the section on **People To Talk To**.

Music can play an important role in any program, even one that is talks based. If your program is funded through CBF Ethnic Grants, remember that spoken content needs to make up 50% of your program. But whether you just play a couple of songs or layer music as a sound bed under recorded segments, having some musical interludes can help you create atmosphere, structure your program into segments and give your listeners a sense of space.

Through your show you'll also have **production elements** such as IDs for your program and station, community announcements, sponsorship announcements and promos for other programs. These are typically recorded and produced by the station, and can help the

panel operator make smooth transitions. Sometimes community announcements will be live reads. You can also source or make your own sound effects and short bursts of audio that you can use through your program to create a more interesting sound design, or tie things together.



Stuff to Talk About

- Provide a news summary or round up of headlines with commentary on how it relates to your community.
- Look at local news and issues. Translate local news into your language – for example, talk through the headline stories in the first pages of the local newspaper.
- Cross-promote other programs on the station. You can even invite other presenters onto your show as guests.
- Review films, television and performances. When you talk about film or TV, you can play snippets of dialogue or the audio track of the trailer. Check with your station about what the copyright laws are around fair use.
- Play interesting music that you can chat about when you're back on the microphone – for example, the origin, what the song is about, some information about the artist, why you chose to play it. You can also interview musicians and invite them to come and play live. Each week you could focus on a different genre or instrument.





- Ask writers, poets and actors to perform or recite their work on your show, and discuss their craft.
- Break up the show with special segments such as recipes, gardening, craft, jokes, puzzles, horoscopes and trivia. You could find these things online and read them out as a light break between segments, or you could invite a keen gardener or great chef onto your show as a guest. You can also pre-record a number of short segments that you know can be used at any time, and have them on file to play whenever you need. This can also be a great project to work on with a new trainee.
- Profile a local venue or activity – for example, you could talk about the history of the local swimming pool or town hall, or give advice on good spots for walks, picnics and barbecues in the area.



- Tell stories about festivals and holidays in your culture. You can also compare how events like weddings and birthdays are celebrated in your community in Australia compared to your country of origin.
- Talk about sport and narrate the most exciting moments in recent games and competitions. Tell your audience interesting information about sportspeople from your community.
- Provide a calendar of upcoming events.
- Make sure your show always includes a wide variety of opinions and speak to an audience that has diverse interests.
- Remember to introduce your program and what's coming up on today's show, announce and back announce each segment and song, regularly identify your program and station, give updates on the time and weather, and thank your audience and guests at the end of the show.

People To Talk To

There are endless possibilities for people from your community who you could invite onto your program as guests, or just stay in touch with to get ideas for content:

- ethnic club or association
- dance clubs
- performance troupes
- sporting organisations
- language schools
- community health workers
- academics
- business leaders
- religious groups
- event organisers
- journalists
- local bands

Remember that you have a wealth of knowledge in your community and your personal network of friends and acquaintances. Almost everyone is an expert on something – whether you have an aunty who is a genius storyteller, or a neighbour who can give gardening advice, the more you ask, the more you'll find so many people have a lot to share.

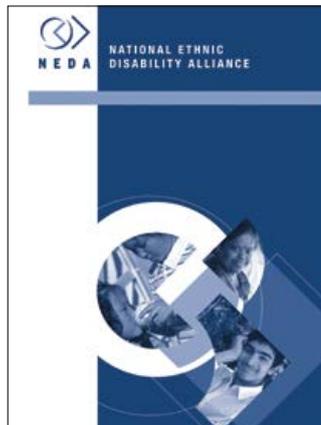


How do I even find out what's going on in my community?

- Keep an eye on your local council website and media releases
- Subscribe to email alerts
- Read the paper
- Talk to your friends and people you know
- Think creatively about what could be on today's show!

Juliana Qian
Operations Officer, NEMBC

Does Australia's migration policy discriminate against people with disabilities?



In this article adapted from NEDA's Submission to the Productivity Commission Inquiry into Australia's Migrant Intake, Nadimul Haque Mandal argues yes.

The National Ethnic Disability Alliance Inc. (NEDA) is the only national peak organisation representing the rights and interests of people from

culturally and linguistically diverse backgrounds (CALD) and/or non-English speaking backgrounds (NESB) with a disability, their families and carers throughout Australia. NEDA believes that Australia's approach to migration and disability, via successive Governments, has been and still is discriminatory towards those applicants living with disabilities.

Australia's Disability Discrimination Act 1992¹ (DDA) aims to eliminate discrimination against persons on the ground of disability and to establish rights of persons with disabilities as the rest of the community. Additionally, by signing and ratifying the UN Convention on the Rights of Persons with Disabilities (UNCRPD)² the Government of Australia states a recognition of the right to equality and non-discrimination towards individuals living with disability, and therefore commits to ensure and promote the full realisation of their human rights.

Nonetheless, Australia's current migration policies continue to explicitly discriminate against people with disability, and thereby contradict its signing and ratifying/ commitment to human rights along with the national commitment to the UNCRPD; by doing this Australia attempts to sit on both sides of the fence, ratification without commitment to the principles.

Article 18 of the UNCRPD provides that State Parties will recognise the rights of persons with disabilities to liberty

of movement, freedom to choose their residence and to a nationality, on an equal basis with others. This right includes the right to acquire and change nationality without discrimination on the basis of disability, and the right not to be subjected to immigration proceedings or other processes which might restrict liberty of movement. By exempting the immigration law from the commitments of DDA and the UNCRPD, Australia is denying people living with disability the opportunity to migrate to Australia.

The social or human rights based model of 'disability' identifies systemic barriers, negative attitudes and exclusion by society as the main contributory factor in **disabling** people³. The 'outdated' medical model of disability depends on a functional analysis of the body, and sees 'disability' as a broken machine to be fixed in order to conform with normative values of society. UNCRPD and Australia's own DDA both recognise that the reasons for disability are not located in the individual, but in a society, culture and economy that continue to fail to meet the needs of people who live with disability.

People who seek to migrate to Australia are currently subject to the health requirement following the Migration Act 1958. Disability, therefore, is viewed through this 'health' lens. On the basis of the result of a health examination, the migration system classifies and catalogues people in concrete categories.

'the reasons for disability are not located in the individual, but in a society, culture and economy that continue to fail to meet the needs of people who live with disability.'

For several decades, NEDA has consistently voiced opposition to these policies within migration processes; these systems have for generations' disempowered people with disabilities as they view them as being helpless 'unworthy' burdens. NEDA, disappointingly so, is aware of countless cases of the rejection of visas because of

the failure to satisfy the health requirements by applicants with a disability or applicants with an immediate family member who live with disability.

Though disability is an evolving concept resulting from the interaction between persons with disability and the attitudinal and socio-environmental factors that may impede their full and effective participation in society,

¹ Disability Discrimination Act 1992 <http://www.comlaw.gov.au/Details/C2013C00022>.

² United Nations Convention on the Rights of Persons with Disabilities <http://www.un.org/disabilities/convention/conventionfull.shtml>

³ Sheldon, A 'One World, One People, One Struggle? Towards the global implementation of the social model of disability', *The Disability Press*, Centre for Disability Studies, University of Leeds, 2005 <http://disability-studies.leeds.ac.uk/files/library/Barnes-EMW-Contents.pdf>

it is unacceptable to see the Government department of an advanced western democracy keep continuously treating people with disability as a cost 'burden' of Australia's health system. This cost-benefit measurement is discriminating and determines the worth of a person by their 'impairments' or lack of.

NEDA strongly condemns the automatic refusal of residency visa applications because of 'imperfections' of applicants, including children, with disabilities.

When considering Australia is a party to human rights treaties which consider disability as a social relationship and not a characteristic of individuals with 'impairments', it is NEDA's opinion that classifying and conceptualising individuals as 'burden' because of a person's disability, and the subsequent refusal of their migration to Australia, is fundamentally dehumanising and discriminatory.

NEDA urges the Federal Government to facilitate policy and legislative change in line with Australia's commitment as a party to the UNCRPD.

We also believe public health risks and disability cannot be assessed and judged through the same lenses for determining eligibility. NEDA acknowledges immigration policies have historically been motivated by the economic needs of the country.

The operation of the health rules in migration law involve no process for decision makers to undertake a cost-benefit analysis of persons with disabilities. It forces decision makers to assume that disability will result in certain costs, thus leaving decision makers with little or no scope to exercise choice or discretion. It is difficult to rationally and fairly assess the costs associated to a person who lives with a disability.

NEDA believes there are significant difficulties and impossibilities in fairly assessing future costs associated with disability over a person's lifetime, and there is significant room for interpretation in this process. In an enabling and inclusive society, a person with disability has possibilities and chances of emerging as a leader, contributor and human resource for the country equal to that of people living without disabilities. The essentialised notion and fixed categorisation of a person with disability as a future burden to Australia's health system is brutal.

NEDA has urged the Government of Australia to bring about policy and legislative changes that incorporate the inclusion of the holistic advantages and benefits of welcoming an immigrant, including economic and social contribution of people with a disability and their families seeking to migrate, into the process of determining migration eligibility.

Under proposed 'net benefit approach' the benefits migrants with disabilities and their families brought to Australia would be considered against the cost of an individual's healthcare. NEDA believes this approach would be a step in the right direction. This process is not seen as ideal by NEDA as it continues to measure people with a disability against a formula and breaks them down to an equation of cost against perceived contribution⁴.

We emphasise the importance of considering the holistic contribution of a person with disability, their inherent equality and their human worth beyond an economic assessment of the possible cost of their disability.

NEDA holds the view that the Australian Government reviews the Disability Discrimination Act 1992 with particular reference to the section 52 i.e. migration exemption, through the assessment of its legal implications for migration administration, and involve stakeholders including people with disabilities, their organizations and disability experts on its impact on people with a disabilities.

Lastly, NEDA recommends that the Government remove the exemption of the Migration Act 1958 from the Disability Discrimination Act 1992. We believe the principles of non-discrimination and human rights must be applied directly and in full to the operation of the Migration Act 1958.

Nadimul Haque Mandal

*Research and Policy Officer
National Ethnic Disability Alliance Inc. (NEDA)*

⁴ Inman, M 'Migrant disability bias 'remains', *The Canberra Times*, Nov 4 2012 <http://www.canberratimes.com.au/act-news/migrant-disability-bias-remains-20121103-28rib.html>

The Double Jeopardy – Ethnicity & Disability



Pino Migliorino, Managing Director of DiverseWerks, tells us about the issues that impact on people with disability from culturally and linguistically diverse backgrounds (CALD), and how ethnic media and community organisations can contribute.

The term 'double jeopardy' has been informally used in an Australian context to describe the particular situation in which people with disability from CALD backgrounds find themselves. In the first instance they experience and are subjected to the same barriers, limitations and societal prejudices as people with disability who have English backgrounds; secondly they experience a range of cultural and linguistic barriers that only apply to them. These include cultural taboos and sensitivity, more limited access due to language and service knowledge issues, and a lack of support resources specific to their language and culture.

The cumulative impact of these two factors in effect delivers a double jeopardy for CALD people with disability.

This reality is borne out of the census data that indicates that close to one in four people with disability can cite non-English speaking ancestry, either directly or through one or both of their parents. When considered against the Survey of Disability Ageing and Carers (SDAC), the data suggests that more than 1 million people with disability are from non-English speaking backgrounds.

If this is the case, then it is safe to claim that there is a highly significant underutilisation of available disability services by CALD people with disability and their carers/families.

Current barriers facing CALD people with disability

Given this duality of issues it is important to distinguish them into service barriers and individual cultural barriers:

Service Barriers

- The lack of capacity and competency in many disability services that limit their attraction or useability for CALD people with disability;
- The failure to design service systems that take on board CALD access issues as considerations in the design process. Whether it is the singular pursuit of electronic means of information and communication, or indeed the development of person centeredness (the principle behind consumer directed care), most

attention goes into preparing the mainstream client cohort and designing systems to meet their needs. CALD considerations are not in the initial mix and often become things that are added later or retro-fitted. The practical impact is that approaches that were previously effective are no longer so;

- Individual issues affecting CALD people with disabilities and their carers, such as limited English proficiency, limited first language literacy and digital literacy, as well as financial issues related to the costs of equipment or home modifications.

Cultural Barriers

- Religious and cultural assumptions about disability that may have the impact of discouraging community members to feel that they have a right to receive services and to seek these services;
- The preference in CALD communities, especially those with lower levels of English proficiency, to want to access services from within their own communities and the decreasing capacity of many CALD communities to develop, support or deliver these services.

The net effect of these barriers is that there are a range of issues to address in order to ensure that CALD people with disability and their carers/families are able to equitably benefit from the resources and services available to all people with disability.

'more than one million people with disability [in Australia] are from non-English speaking backgrounds.'

The National Disability Insurance Scheme (NDIS) and Changing Marketplace Dynamics

The most significant change to the disability landscape will be the impact of the NDIS. The key aspects of this will be the cessation of block funding to existing disability services and more toward individual clients buying the services they want and need.

This fundamental shift of market power, from a supply side equation to a demand side one, will require both current and new disability services to be far more responsive to the diversity of needs of people with disability. This will require them to squarely face the diversity issue relevant to their service catchment. Unless they attract and retain these clients and their funded service plans, they will impair the sustainability of their services.

As such disability organisations will need to:

- Understand how well they currently attract CALD clients and how well they meet their needs;
- Review internal capacities and competencies to ensure that they are culturally competent and responsive and develop the necessary tools, skills and approaches

that will deliver both access and culturally appropriate service provision;

- Outreach into CALD communities and be far more nuanced and effective in connecting with CALD people with disability and their carers to both promote their service and to ensure that these clients are able to fulfil the promise of client centred approaches in care.

This is a new market force that will create far more organisational change than any number of access and equity frameworks, funding contract compliance or statements of good intentions have ever achieved.

At a broader systemic level the NDIA (National Disability Insurance Authority) will need to work with ethnic communities and CALD people with disability and their carers/families to:

- Address cultural and religious belief systems in CALD communities that may impact negatively on the capacity of CALD people with disability to affirm their right to appropriate services;
- Increase the understanding of person centred approaches in CALD communities as a fundamental shift required by the NDIS;
- Fund information and local coordination initiatives that are able to deliver support to CALD people with disability to maximise both their understanding and the opportunities offered by the new system.

Issues around CDC (Consumer Directed Care)

The centre piece of the new system will be consumer directed care. For CALD people with disability and their carers/families this new systemic requirement may be problematic as it assumes that CALD people with disability will themselves or through their supports have the knowledge, skills and attitudes to be able to benefit from this new system.

It is important to question whether these 'client capacities' currently exist and if not to consider what interventions would be necessary to create greater client capacity and through this better and more appropriate client outcomes.

As such for CDC to be effective with CALD people with disability and their carers/families there is a need for:

- Relevant and appropriate information about the new system and what is on offer for people. This needs to go beyond a generalist public information campaign and be developed to specifically address cultural sensitivities and barriers that may exist around disabilities;
- Support services that can not only overcome access barriers but also build access skills so that these people develop ongoing serviced access competency;
- Address the results of previous systemic exclusion in CALD communities and clear and unambiguous

messages around the rights and service expectations CALD people with disability and their carers/families should both understand and accept.

Unless the NDIS can deliver on these capacities there remains significant concern that CALD people with disability and their carers/families may opt out and delegate the total management of services to providers without their specific directions or input.

The Role of Ethnic Media and Community Structures

This brings us to the issue of how well ethnic communities and their own infrastructure has delivered in the disability area. The obvious result is that in many ways they have been absent in this space.

There are far too few ethnic specific or language/culture specific disability services on offer in CALD communities. Even our largest ethnic specific welfare structures have not taken any lead in the disability area. Advocacy remains limited and poorly resourced and people with disability all too frequently speak about community specific prejudice, embarrassment, and feelings of guilt.

This is what needs to change.

If we want CALD people with disability to not only benefit from the NDIS but also live more fulfilled and meaningful lives, we need to develop a new higher level of issue understanding, advocacy and service support for people in our communities.

In particular we need:

- Ethnic community leaders to adopt disability as a key community issue worthy of their and their communities' time and attention;
- Existing ethnic specific and multicultural service structures to develop capacity and prequalify to deliver disability services;
- Ethnic media to take a leadership role in providing information about NDIS changes, and to support those in our communities who are disability champions to gain a larger and more influential voice;
- The CALD sector to increase its level of advocacy around disability and argue for the type of equity in resource allocations and service offers.

Unless we get on the NDIS train now and assist in setting its direction we will potentially be left behind regretting what could have been.

Pino Migliorino
Managing Director, DiverseWerks



Small Towns Big Returns

Economic and social impact of the Karen resettlement in Nhill

Since early 2010, over 160 Karen refugees from Burma have resettled in Nhill in north western Victoria.

The economic impact of this increased labour supply, in terms of Gross Regional Product – as modelled by Deloitte Access Economics, is estimated to be \$41.5 million in net present value terms.

The employment of a significant number of Karen refugees from Burma by a business based in the small rural township of Nhill has had a major impact on the wellbeing of more than 30 families and around 25 single people from the Karen community. It has also had a positive impact on the community of Nhill.

This research set out to investigate the direct and indirect economic impact of the resettlement of the Karen on Nhill and the surrounding region. In doing so it also explored the social conditions that have contributed to a positive and mutually advantageous outcome for both communities. The research findings support arguments for the importance of labour force participation in the social inclusion of newcomers to a community; and the reciprocal importance of social inclusion and local engagement as a contributing factor to the economic development of the community. It identifies a number of conditions, both economic and social, that have supported the successful settlement of a community of refugees and Humanitarian Entrants in rural Victoria which can provide a framework for the sustainable settlement of other communities.

Background

THE KAREN

The Karen from Burma are an ethnic group forced to flee to refugee camps along the Thai-Burma border. In 2005 the United Nations High Commissioner for Refugees (UNHCR) began resettlement of the Karen and over 7,000 have settled in Australia. A large number now live in the western suburbs of Melbourne. The Karen are generally from rural backgrounds.

NHILL

Nhill is a small agricultural town in the Wimmera region of Victoria with an economy largely based on wheat and sheep farming. Nhill, population around 2,300, is the administrative headquarters for the Shire of Hindmarsh. While not technically 'remote' Nhill is nevertheless geographically isolated being located halfway between Melbourne and Adelaide.

LUV-A-DUCK

Luv-a-Duck is a multi-million dollar family owned Australian business that has been in operation for over 40 years. Luv-a-Duck's processing plant in Nhill employs around 160 workers.

In 2009 the business was expanding rapidly and local sources of labour had been exhausted. The GM of the

Nhill operation at the time (John Millington) heard about the Karen, that they were very keen to work and that they would probably be prepared to relocate to a small rural town like Nhill.



Messi Ehdohpaw

Measures of economic and social impact

The data used in this report was collected at the beginning of 2014. Deloitte Access Economics generously provided their time pro bono to assess economic impact. AMES managed the primary data collection and evaluated social impact. The numbers tell the story of changes in Nhill since the Karen began to settle there in 2009/10.

- \$41.49 million increase in the GRP of the Shire of Hindmarsh
- \$12.0 million added to the region's economy in 2013/14 (4.4% of Hindmarsh GRP)
- 70.5 FTE positions added to the local work force over five years (3% of total employment in Hindmarsh)
- 69% of this increase in employment concentrated at Luv-a-Duck (reflecting the original objective of the resettlement which was to address labour shortage faced by the company)
- 97 Karen now employed (FT and PT) across 15 different employers in the region – including the Shire, schools, hospital, Neighbourhood Learning Centre as well as a number of local businesses
- Around 30 children enrolled at schools in Nhill
- Rental properties at close to full occupancy – 31 houses rented by Karen at the time of data collection
- Nine houses purchased by Karen families – plus one more since the report was published
- Karen population in Nhill continues to grow – 160 at the time of data collection, now close to 200

Success factors

As well as measuring impact in economic and social terms, the research team also wanted to investigate why the Karen settlement and employment in Nhill had become the quiet success story that it was. Regional resettlement does not always work so well. So what happened in Nhill?

Undoubtedly **employment** was one of the most, if not the most, critical element in the successful resettlement in



Nhill. However, relocating for work doesn't automatically mean that newcomers will walk into a welcoming, inclusive community ready to put the effort into building social capital. The Nhill community was prepared to make this effort and Nhill is a quite extraordinary example of what can 'go right' when the hearts as well as the minds of a community are engaged.

The social impact of the Karen settlement is extraordinary. Nhill, a very conservative community, has embraced and opened their minds and hearts to the Karen. This has made Nhill a better place to live.

— CEO Hindmarsh Shire Council 2014

What has made this resettlement of a sizable refugee community in a small rural town work so well is the attitudes of mutual respect that both sides bring to the relationship.

Witnessing the simple pleasure our Karen residents take in living in safety, working, attending school and raising children puts a lot of things into perspective... The Karen community has made a tremendous contribution to Nhill...

— Mayor of Hindmarsh Shire

The research looked at the practical manifestations of 'mutual respect' and identified a number of factors that contributed to the social inclusion and successful settlement of the Karen. As already mentioned, the critical and necessary factor was employment. However, this on its own was not sufficient. Other key factors which contributed to the success of the initiative were:

- Strong leadership in the host community by local champions
- A host community informed about and prepared for the new settlers
- Somewhere to live with dignity (initial and long term accommodation)
- Support and orientation for families (partners, elders, children)
- 'Cultural adjustment' required of both sides considered and managed
- Strong leadership within the settling community
- Potential settlers prepared for the realities of the new community they will join

Behind the success factors

All of these elements were present in Nhill, along with (or because it is) a community where people live by decent principles; people are basically kind; people are open to experiencing and enjoying 'difference' in their community.

The Nhill community includes people like John and Marg Millington who provide strong leadership and command a high level of respect personally and as successful business people. They have been able to, for example:

- assist source temporary accommodation
- advocate with other local employers to 'give the refugees a go' when recruiting workers and
- vouch for the aptitudes/work ethics of the Karen

The Local Council has been extremely supportive of the town's new residents. The 2014 Council Plan includes a specific Karen Community Action Plan – translated into the Karen language.

Service providers, for example Nhill Learning Centre, Nhill College, West Wimmera Health Services and the Wimmera Development Association, have both supported the Karen and benefited from the increased demand for their services.

Other businesses which employ people from the Karen community include Ahrens Sherwell Silos and Halfway Motors.



Seeking refuge in Nhill

Ahrens: employed four Karen on John Millington's suggestion that they would be good workers, still employs two, says the Karen 'might be small but they give it a red-hot go' and praises their skills and work ethic.

Halfway Motors: the owners saw the potential in a persistent young man from the Karen community who really wanted to be a motor mechanic. Hal Loo is now well into his apprenticeship, is a part of the business and a part of the extended family.

Sharing languages/sharing cultures

And while many Karen children are learning English at school and adults at the Nhill Learning Centre or with volunteer tutors, some of the Nhill locals are learning a second language as well.

- Plaw who has worked for both Nhill College and the Shire Council now also teaches Karen language to 46 young 'Aussie' students.
- Cho Lay and her husband Ah Bu work at Luv-a-Duck. Cho Lay enjoys her life in Nhill, describing it as normal, quiet and safe. Her work colleague Ben is now nearly fluent in Karen.

Terry Taylor, Jenni Blencowe
Research & Policy, AMES Australia

Small towns Big returns is available from the AMES Australia website <http://www.ames.net.au/research-and-policy/research.html>

The NEMBC is pleased to announce that its National Conference for 2015 will be held in Melbourne from 27-29 November.

Venue: Oaks on Market, 60 Market Street, Melbourne

We extend a warm welcome for all to attend the conference in Melbourne at the Oaks on Market. This 4.5 star apartment hotel is located just off Collins Street in the city's central business district and financial precinct, temptingly close to the famed shopping arcades and an easy stroll to the Southbank promenade along the Yarra River.

Cosmopolitan Melbourne offers something for everyone, from chic boutiques to cool bars and laneway cafés, botanic gardens, sports stadiums, galleries, theatres and elegant Victorian-era streetscapes. At Oaks on Market, in the heart of Melbourne, it's all there for you to enjoy.

Dates

- Youth Media Conference on Friday 27 November 2015. The Youth Media Conference was a great success last year in Darwin and this year promises another memorable event.
- Saturday 28 November is the main day of the conference
- Sunday 29 November is the AGM

Official Opening

Members of Parliament and prominent guests will open the conference.

Keynote Speaker



The keynote speaker is Stefan Romaniw OAM.

Mr Stefan Romaniw OAM holds the position of Executive Director of Community Languages Australia. He has served terms as Chairperson of the Victorian Multicultural Commission (VMC) under both governments and is currently Chairman of the

Australia Day Committee (Victoria). He has a teaching qualification and worked in a range of school settings prior to moving into senior government positions and senior management.

Under his leadership, the VMC introduced a whole of government approach to Multicultural Affairs, initiated youth conferences, leadership training and succession planning in communities. In 2001 he was awarded the Order of Australia Medal for his contribution to education and CALD communities.

Mr Romaniw serves as Chairman of a number of non-profit, education, arts and community committees and

organisations within the broader Australian and Ukrainian communities including:

- Australian Federation of Ukrainian Organisations
- RMIT Languages Advisory Board
- Multicultural Arts Victoria
- General Secretary of UWC
- Ethnic Schools Association of Victoria
- Australian Federation of Ethnic Schools Associations

He is also General Secretary of the Ukrainian World Congress (UWC) which represents over 20,000,000 Ukrainians outside of Ukraine.

Conference Theme - 30 years: Create - Connect - Celebrate

The NEMBC is celebrating 30 years this year but ethnic community broadcasting has an even longer history in Australia.

CREATION

There was clearly a demand for ethnic voices to be heard with the mass migration that occurred following World War II. Some of those early communities created ethnic programs on 3ZZ 'community access' radio in 1974. Other stations such as the University of Adelaide 5UV started broadcasting in 1975 and started broadcasting with five different ethnic groups. In 1976, Melbourne's 3CR and 2XX then known as 'Campus Community Radio' also began to broadcast ethnic language programs.

By 1978 there were eight community radio stations with ethnic programs. The first full-time ethnic stations were established: 4EB in Brisbane grew out of 4MBS and 5EBI in Adelaide grew out of 5UV. Multilingual broadcasting began in Perth at 6NR in 1979 and then transformed into the station 6EBA, Perth's full-time ethnic station.

5EBI in Adelaide started broadcasting in 1980 with 33 different ethnic radio committees.

CONNECTION

These stations, programs and communities began to connect with each other. 4EB in Brisbane and 5EBI came together and developed the NEMBC. This was following the first national conference of community broadcasters in 1983.

It was agreed the time had come for ethnic broadcasters to unite under one national organisation. Thus the NEMBC came into being in 1985. Some of the first affiliates to the NEMBC were Perth aspirant station 6MTC, 2XX Canberra, 2NUR Newcastle, 8TOP FM in Darwin and 7THE in Hobart.

The establishment of the NEMBC heralded a new era for ethnic and general community broadcasting in Australia.

It was a declaration of independence and an affirmation of ethnic broadcasters' rights, demonstrating their ability to manage their own affairs and to be recognised as equals



and partners in the wider community broadcasting sector. It was also a confirmation that the irreversible forces of the immense demographic changes and social, cultural and ethnic diversity were impacting community broadcasting.

CELEBRATION

Ethnic community broadcasting has undoubtedly become one of the greatest success stories for multiculturalism in Australia. The basic principles of community radio's acceptance of diversity, allowing access and participation have created a unique global model of success and reason to celebrate. Across Australia there are 110 languages broadcast on over 100 stations and 2,000 hours of different language programs every week.

Main Plenary Panel: CROSSROADS

Following the keynote speaker will be an expert panel that will give small presentations to raise some of the more pertinent issues facing our sector. This will be a moderated discussion with questions from the floor.

From Create, to Connect and Celebrate we will go to a 'Crossroads' panel discussion. The Main Plenary Panel will look at the present situation and some 'crossroad' issues facing ethnic community broadcasting. Multicultural policies were a major part of establishing ethnic community broadcasting however multiculturalism is being wedged by a number of factors. There is a growing level of intolerance in Australian society. The first-ever public rallies supporting racist views and Islamophobia were held in April 2015, and it was good to see a large opposition to those rallies.

Radicalisation unfortunately is an issue that that is synonymous with multiculturalism because it begs the question of whether multiculturalism has worked. It is estimated that 100 to 250 radicalised Australians have gone to Syria or Iraq and this is low in comparison to some European countries. The NEMBC believes Australia's multicultural policies have worked well and in fact need to be strengthened to stop disenfranchised youth becoming radicalised.

New media platforms are a not really new anymore, the Internet and Facebook have been with us for some time but the effects are being felt, such as a decline in newspaper sales and the internet is now getting larger advertising priority than television. Ethnic community broadcasting seems mostly unscathed because listenership has remained high. Even though for some time now many people get information from their home-country via satellite, they still listen to their local language programs.

More direct threats to ethnic community broadcasting have included funding and policy issues, first with the potential cuts from the federal budget in 2014 and more recently from within our sector.

A new era was in the making when ethnic community broadcasting started in the 1970's, however the struggle

for the principles of independence, of diversity, and of multiculturalism is still ongoing. There are still 'mainstreaming' concepts and policies that threaten ethnic community broadcasting and racial intolerance is on the rise.

Workshops

Conference workshops are being developed on the following themes:

Regional and Rural Stations

Ethnic broadcasters in regional areas can develop a special bond with their access station while others struggle to get a foothold. Stations in country areas experience different issues than their metro counterparts. We would like to encourage stations from regional areas around Australia to join this discussion about what is special to their area and what richness and challenges are there for ethnic community broadcasters.

Social Media – Beginner and Advanced

There is a vast divide between those that already use social media and those wanting to start. At this year's conference we'll be holding two social media workshops, a Social Media Basics workshop on how to sign up and start using social media and Social Media Advanced workshop for how to use social media effectively to build your audience and extend your program. The advanced workshop will require you to understand digital editing and podcasting and how different media platforms are used.

Culture Cloud

How can you harness the power of the web to connect with others broadcasting in the same language, and to make your program accessible to more people? We hope that Culture Cloud, a new section on the NEMBC website, will help our members to share resources and strengthen relationships with their fellow broadcasters. Culture Cloud is a Wordpress-based system where you'll be able to share text, audio, images and links with your fellow broadcasters, or post them for public view. The Culture Cloud workshop will take you through how to browse the site, stream and download audio, set up a profile for your radio program, and make text and audio posts.

Resilient Communities

Building resilient communities these days means asking for a whole of government approach to strengthen social cohesion and multiculturalism and 'tackle extremism'. Ethnic community broadcasting plays a significant role in building social cohesion and providing local information and news. What role can ethnic broadcasters play in a multifaceted approach to support community leaders, community groups, educators, the police, young people, social workers and other relevant groups and individuals to help bring about long term effective measures to maintain resilient communities?



Effects of 'New Media'

How will new media platforms affect ethnic community broadcasting in the next 5 years? Is sponsorship to stations dropping in a similar rate and moving from television to the internet? Ethnic community broadcasting fulfils a special role in broadcasting local content that no other media in Australia can provide. But is there enough to maintain contact with listeners as people transition to listen on different platforms? How can ethnic community broadcasting adjust to the different media platforms and still keep its focus on maintaining local content?

Social Capital and Ethnic Community Broadcasting

A recent study of a small group of refugees in a country town in Victoria shows how this small group made a significant economic impact. Since the Karen community moved to the Nhill community there has been a \$12 million increase in the region's economy. What are the true economic benefits of ethnic community broadcasting and how can this message be better communicated?

Talking to Decision Makers

Ethnic and multicultural community radio provides a great opportunity for building relationships between your community and politicians and developing dialogue on issues like cultural diversity, racism, migration, and language maintenance. You can offer politicians a chance to communicate with your ethnic community, and you can ask politicians to demonstrate their support for ethnic community radio.

Community Broadcasting Foundation

CBF will be there to help you with grant information.

The NEMBC Constitution

Due to new regulations the NEMBC is required to move from an association to a company 'limited by guarantee'. While there is a completely new look to the constitution, all the main components, meaning and obligations to support ethnic community broadcasting will remain. The changes to the constitution will be explained at this workshop.

Gala Dinner

The Gala Dinner will be at the Oaks on Market. It will be a buffet dinner and entertainment will be provided to keep everyone on their toes.

Venue and Accommodation

The recommended venue is Oaks on Market. Please mention the NEMBC Conference when you book to get the following rate: studio room \$160 (breakfast not included).

For those wishing to find accommodation at a lower rate, you could try any of the other hotels in Melbourne's CBD

but you will find the Oaks Hotel to be very well priced. However backpackers' hostels in Melbourne will most likely offer cheaper rates.



How to book at the Oaks Online

Oaks Hotel & Resorts in conjunction with the NEMBC is offering conference participants a special discount on accommodation. To book visit oakshotelsresorts.com and enter nembc in the Corporate/Group/PromoCode section of the Reservations panel.

Conference Registration

See the registration forms and details on our website, also see prices and get the early bird cheap rates. We have made it easy for you this year with an online registration for the conference. Please go to our website to register online and check early bird dates.

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.



NEMBC 2015 Radioactive Youth Media Conference

Prepare for a great day of networking, learning and skills sharing at the only national conference for young media makers in Australia.

Based on the success of last year's Youth Media Conference in Darwin, the NEMBC will hold the 2015 Radioactive Youth Conference in Melbourne this year!

We invite young people from culturally diverse backgrounds with an interest in the media to join us on Friday November 27 at Oaks on Market, 60 Market St, Melbourne to hear inspiring stories, learn from industry professionals and create national networks with young broadcasters and media aficionados from around Australia.

The 2015 Radioactive Youth Media Conference will be held in conjunction with the 2015 NEMBC Annual Conference on Saturday 28 November.

The theme for this year's conference is Create, Connect, Celebrate, as the NEMBC celebrates 30 years.

The 2015 Radioactive Youth Media Conference program will include:

- **A Q&A panel** exploring modern cultural identity; What are the cultural realities and influences we are all living with today and how do they inform identity? Get the chance to pitch questions to experts and youth representatives about what it means to be Australian in a new generation today.
- **Presentation and Discussion: What's missing from the media right now?**
Where do you get your news from these days? Join media whizzes and contribute to the discussion around the state of Australia's media today.

We also have an exciting line up of workshops throughout the day:

- **How to make a great promo for your program**
Want to get more people listening to your show? Find out how to make people tune in to your program with a great promo. Learn tips and tools for what works, and what doesn't to make you the promo making star of your station.
- **And now, for the news - writing a news bulletin**
Maybe you want to be the next Lee Lin Chin, or maybe you just want to make sure you're giving your audience the kind of information they need. Look no further as we explain what you should know about delivering the news. Industry professionals will explain how to find information and how to present facts in an interesting and informative way.

Learn from people who are involved in the media, hear inspirational stories and discover how to create them!

This is a great opportunity for young media makers and community broadcasters to meet other broadcasters from around Australia, discuss ideas and learn a variety of media related skills.

Monday October 5	Travel Subsidies applications close
Thursday October 22	eChamps Registration closes
Tuesday October 20	NEMBC Awards close
Wednesday November 11	Youth Conference Registration closes
Saturday November 21	eChamps Training and Briefing
Friday November 27	Youth Media Conference
Friday November 27	2015 NEMBC Conference Reception Night
Saturday November 28	NEMBC Conference and Gala Dinner
Sunday November 29	NEMBC 2015 AGM

Venue: Oaks on Market, 60 Market St, Melbourne

Travel Subsidies:

We are offering travel subsidies for those who live outside of Victoria. These subsidies will help cover a budget return air ticket, but do not cover accommodation expenses. More information, including a travel subsidy application form, will be on our website www.nembc.org.au soon.

Getting to the conference:

There are many options available to get to Melbourne from rural areas and interstate.

If you're in rural Victoria –

- V-Line train services travel to Melbourne from regional areas.
- Greyhound coaches travel to Melbourne from many rural areas in Victoria.
- Get a group of broadcasters from your station together and car pool.

If you live interstate–

There are direct flights and coach services to Melbourne from all capital cities in Australia.

Set up a stall at the 2015 Radioactive Youth Media Conference!

Promote your youth and multicultural organisation or community radio station as the NEMBC invites you to set up a stall at the 2015 Radioactive Youth Media Conference. Limited places available, some restrictions apply. To find out more about this opportunity, get in touch with Tara projectofficer@nembc.org.au

Stay updated and don't miss a beat

Don't miss a thing in the lead up to the 2015 Radioactive Youth Conference, follow the NEMBC on twitter https://twitter.com/nembc_official, like us on facebook <https://www.facebook.com/nembc>, and visit our website www.nembc.org.au for updates.

2015 NEMBC Broadcasting Awards

Nominations are now open for the 2015 NEMBC Broadcasting Awards!

The NEMBC Broadcasting Awards recognise excellence in the ethnic broadcasting sector and provide the opportunity to acknowledge the accomplishments of ethnic and multicultural broadcasters and stations in maintaining a high quality of ethnic broadcasting in Australia and credit those who aim to:

- Contribute to media diversity in Australia
- Service the needs of ethnic communities in Australia
- Display a dedication to building stronger community ties
- Raise the profile of ethnic and multicultural broadcasting in Australia
- Display a high level of content making skill

The NEMBC is pleased to announce four award categories:



Program of the Year

For the best produced ethnic or multicultural community radio program in Australia.

Women's program of the Year

For the best produced ethnic or multicultural women's community radio program in Australia.

Youth Program of the Year

For the best produced youth ethnic and multicultural community radio program in Australia.

Youth Radio Project of the Year

For the best youth broadcasting project of the year.

Nominate your program now, this is a fantastic opportunity to receive national recognition from Australia's peak organisation for multilingual broadcasters.

You're welcome to nominate yourself or another program.

The winner will be announced at the NEMBC Annual National Conference in Melbourne on November 28 2014.

Your program will also be featured online on the NEMBC website and in the NEMBC's national journal, *The Ethnic Broadcaster*.

'I see the awards as a reward and recognition of dedicated team work. The girls are all from different ethnic backgrounds and it is just great to see them work together to make such a great show that is enjoyed by everyone. As Convener of the Women's Profile Program, I was delighted to accept the award on behalf of the Girls in the team at 4EB.'

— Irene Tavutavu, 2014 Women's Program of the Year winner, *Women's Profile*, 4EB.

'It's the second year in a row that 3ZZZ has won an award and I am extremely happy about it. The volunteers and young people at 3ZZZ has worked really hard so the award goes out to them.'

— Edgar Mirantz-Tan, 2014 Youth Feature of the Year winner, *Are We There Yet?*, 3ZZZ.

Eligibility: All ethnic or multicultural community radio programs are eligible to apply. Applications can be made by programmers themselves or by their station or community.

Selection criteria: Your application 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 (4) Technical ability and (6) Flow of program

The winner will be announced at the NEMBC's National Annual Conference in Melbourne, during the Gala Dinner on Saturday 28 November 2015.

How to apply: Applications must include: (1) An application form available on the NEMBC website www.nembc.org.au (2) A CD recording of your program broadcast in 2015. Please ensure it is an mp3 file (3) A detailed summary of the program in English (4) An English transcript of the featured interview in your show and (5) A written description of how your program engages with your community and audience. Please include a detailed runsheet of the program as well.

The 2015 NEMBC Broadcasting Awards will be open for nominations until **20 October 2015**.

To find out more and access an application form, please head to the NEMBC website www.nembc.org.au

For more information on the 2015 NEMBC Broadcasting Awards please contact us on (03) 9486 9549 or admin@nembc.org.au



EXCITING MULTIMEDIA TRAINING OPPORTUNITY

Become an NEMBC eChamp and lead your community to a path of change!

WE NEED YOU ON BOARD

Blog, document, share, record, edit, capture, chat, write, film, distribute, friend, comment, fan, like and get involved in all the media goodness we can get our hands, heads, ears, eyes and tech on!

WHERE

The 2015 NEMBC Youth Media Conference and NEMBC National Conference, Oaks on Market, 60 Market St, Melbourne.

WHEN

Friday, 27 November and Saturday, 28 November.
Training will take place on Saturday, 21 November.

WHAT'S IN IT FOR ME?

You'll get to know a bunch of other people who are interested in technology and broadcasting, develop national networks and get free registration for both the NEMBC Youth Media Conference and NEMBC National Conference.

For more information, please head to the NEMBC website www.nembc.org.au

Also, it's FREE!

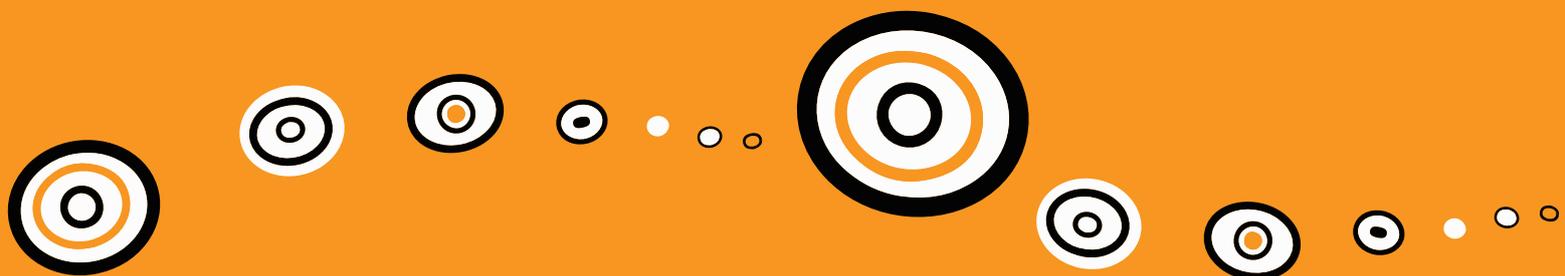
WHAT'S IN IT FOR YOUR STATION?

You'll support your station by helping them step into the revolution and pass on your skills to other broadcasters.

APPLY NOW

There are limited places available!

Are you an eChamp? Head to the NEMBC website for an application form www.nembc.org.au and send it to Tara at projectofficer@nembc.org.au Inquiries? Please phone (03) 9486 9549 or email projectofficer@nembc.org.au





Youth Committee Strategic Plan 2015 – 2017

In March 2015 the NEMBC Youth Committee conducted a meeting in the NEMBC Melbourne Office.

This meeting provided a great opportunity for NEMBC Youth Committee representatives to report on youth broadcasting in their state and identify the issues and barriers young broadcasters from ethnic and multicultural backgrounds experience today.

This meeting also gave the NEMBC Youth Committee a chance to devise a Strategic Plan (2015-2017) and identify key priority areas to focus on within the community broadcasting sector in the next two years.

Of particular concern was the future of ethnic broadcasting in Australia, and its place as a vital service to ethnic groups, particularly new and emerging communities.

As the peak body for all ethnic and multicultural community broadcasters it is vital that the experiences, perspectives and ideas of young people are heard and implemented so that young people continue to have a strong voice within the sector.

The NEMBC and NEMBC Youth Committee work together to ensure that ethnic and multicultural community broadcasting services the needs of migrant and refugee young people Australia wide.

Youth Committee Strategic Directions are outlined below:

Increasing Youth Involvement in ethnic and multicultural broadcasting and building on the existing capacity to contribute

- Empower young people to create programs and lead in key areas of innovation and growth within the ethnic broadcasting sector
- Maintain broadcasting as a dynamic opportunity, with more than just radio announcing on offer, promoting the idea of transferable skills and a broader sense of community involvement and valuable skill development
- Advocate for the importance of youth programming and aim to increase access for youth involvement around Australia

Creating Links and Partnerships with relevant groups and organisations

- Enable a greater reach of communication, information and knowledge sharing with key organisations around Australia to increase awareness and create opportunities for young broadcasters
- Collect a broader range of knowledge, skills and ideas
- Identify new opportunities and look for ways to spread and share information
- Foster a collaborative and supportive approach with similar groups and organisations on specific projects

Increasing Listener Engagement and Interaction

- Strengthen the future of community broadcasting and increase listenership across Australia
- Consultation with the aim of gaining a better

understanding of community needs

- Aim to increase community engagement over the next two years
- Assist in attracting funding support, and aim to divert funds into creating better opportunities for young people

Bringing New Ideas to Broadcasting

- Aim to refresh the image of ethnic broadcasting in Australia
- Aim to engage with and appeal to younger audiences
- Educate with the view to enabling adaptation to changes in the technology, culture and practices of young people

Strengthening Advisory Capacity

- Enabling and documenting the opinions and needs of young broadcasters involved in ethnic and multicultural community broadcasting and relay information to the NEMBC to fulfil its role as the peak body.
- Assist young broadcasters by providing a platform to be heard and facilitate their roles as a key part of the decision making process
- Work towards providing a strong foundation for the sector to build on

Increasing Youth Abilities in Broadcasting

- Increasing young peoples' knowledge and competencies, with particular reference to functional skills, creates better service to the community
- Supporting young broadcasters to take on more roles within their community radio stations
- Work towards attracting new volunteers and supporters to ethnic and multicultural community radio programs
- Showcase success stories as a means of encouraging young people in the sector
- Enable skill sharing with other members of the broadcasting community
- Aim to build the profile and influence of ethnic multicultural youth in the broader community

Some activities the Youth Committee is looking to do in order to fulfil these directives are:

- Offer, encourage or support networking opportunities with innovative and creative individuals
- Create and support an online forum for innovative ideas
- Support cross cultural programming around Australia
- Keep abreast of what is happening in the sector
- Create and support online training sessions for young people
- Create and support in-person training courses for young people
- Create and support exchange programs for young broadcasters as a study experience
- Support the distribution of information pertaining to training or skills opportunities within the community media sector

If you would like to know more about the NEMBC Youth Committee please contact Tara (03) 9486 9549 or projectofficer@nembc.org.au.

NEMBC State Women's Forum (NSW)

The NEMBC 2015 Women's State Forum (NSW) will be held on Saturday August 8, Gumbramorra Hall, the Addison Road Community Centre, 142 Addison Road, Marrickville.

Join women broadcasters from around the state for keynote speakers, networking, information sessions, workshops and activities.

This event is free. Please RSVP by end of July 2015 to info@radioskidrow.com.au

Questions? Contact Fipe Nasome 0415 995 149

Travel subsidies are available to for those attending from rural and regional areas, contact Project Officer Tara, projectofficer@nembc.org.au

Thank you to Radio Skid Row 88.9fm for hosting the event and to the Community Broadcasting Foundation for sponsoring the event.

The Addison Road Community Centre

The Addison Road Community Centre (ARCC), in the suburb of Marrickville in the Inner West of Sydney has a rich and vibrant history. The Centre has been running for almost 40 years, making it Australia's first and longest running community centre. Today it continues to provide accessible and affordable spaces for various local artists and cultural associations, disadvantaged groups and community organisations.

For 40,000 years the Indigenous Cadigal Wangal people lived in the area, originally known as *Gumbramorra Swamp*. In 1890 it was drained and the area turned into a market garden. It is believed there are descendants of the Cadigal people living in the area at the present day.

The site was transformed into an army barracks in 1913 and continued to house the military until after the Vietnam War, in fact, the ARCC's current car park served as the military parade ground during these years.



Australian Soldiers at the former Addison Road Army Depot, now a space for arts & social justice activities. Photo: Australian War Memorial



During World War II, the first women arrived at the Addison Road Army Depot to commence basic training in lorry driving and other skills. As the war progressed, the hall was mainly used as a mess and recreation room for soldiers who had recently returned from fighting.



Australian Soldiers at what is now the Addison Road Community Centre. Photo: Australian War Memorial

On the grounds, remnants of this history remain, including a Stone Shed, which once served as a military ammunition storage facility. Large boom gates can be found at the entrance and what now serves as the StirrUp Gallery, was once a stable used for military horses. Corrugated iron warehouses are now home to various arts and cultural organisations and serve as reminders from this period in the ARCC history.



Cantonese dancers perform at 'Cultural Bridges 2015' event to celebrate cultural diversity. Photo: Addison Road Community Centre Archive



'Community A Fair' a monthly event where the community can access information and services. Photo: Addison Road Community Centre Archive

In 1970 the army barracks were decommissioned and replaced by an Immigration Centre. It was from this point on the space was used by the local community and from 1976 was known as the General Community Centre. Throughout the 1990s organisations dedicated to community service, social issues and the arts were in operation and today the Centre serves as an impressive hub for the environment, arts and culture.

The ARCC is now home to over 20 community organisations, art galleries, community theatres, a radio station (Radio Skid Row 88.9FM), park and organic gardens and is currently in the process of developing a living museum. Many events and festivals, including the Marrickville Film Festival, and NAIDOC week celebrations are held here every year.

To learn more about ARCC and what it has to offer head to <http://www.arcco.org.au/>



White Ribbon Australia partners with key multicultural stakeholders to deliver Diversity Workshops

White Ribbon is Australia's only national, male led campaign to end violence against women. It encourages male leadership in the prevention of violence against women, based on the understanding that most men are not violent.

White Ribbon Australia, in partnership with the Settlement Council of Australia, the Migrant Resource Centre of South Australia and Myriad Consultants is delivering a series of training workshops across Australia for culturally and linguistically diverse men on preventing gender-based violence in our communities.

These White Ribbon Diversity Workshops aim to:

- Promote understanding of the value of involving men in gender-based violence prevention
- Increase men's ability to take action to challenge gender-based violence
- Increase the capacity of men to work together towards violence prevention, healthy families and communities
- Strengthen a multicultural men's network for violence prevention and positive role modelling for all men in our communities.

Participants are encouraged to:

- learn more about the issue
- start conversations with men in their community to increase awareness
- engage others in their life – family, work, community and social group.



White Ribbon diversity workshop in Adelaide

The Diversity trainings to date have been held in four locations across Australia during May and June 2015 in Shepparton, Victoria; Canberra, ACT; Parramatta, NSW; and Adelaide, SA. These trainings enabled participants the opportunity to discuss the issue, including the challenges

they face in influencing behavioural and attitudinal change in their communities. Participants increased their knowledge about practical ways that they can prevent violence against women. Some feedback provided by participants is included below:

'The training has given me ideas of how to engage with my community [about men's violence against women] in different ways'.

'[The training] provided me with background, theory and knowledge on the issue. It empowered me with strategies, ideas and networking, and also access to new materials'.

White Ribbon Australia's New Diversity Program

The Diversity Program focuses on making the White Ribbon Campaign more inclusive, building on existing strengths of the grassroots Campaign through meaningful and respectful collaboration with communities across Australia.



White Ribbon diversity workshop in Adelaide

The Diversity program involves:

- Growing the engagement of men and women from Aboriginal and Torres Strait Islander & multicultural communities in White Ribbon primary prevention activities
- Enhancing engagement with diverse communities through local events and forums to increase knowledge and action to prevent men's violence against women
- Developing culturally accessible and relevant learning tools and resources, to help build capacity to prevent men's violence against women
- Running a series of workshops for men from diverse communities to strengthen the prevention of men's violence against women.

For more information please contact diversity@whiteribbon.org.au or visit www.whiteribbon.org.au/diversity

Help rebuild community radio in Nepal

On April 25, 2015, Nepal was struck by an earthquake (also known as Gorkha earthquake), which measured 7.9 in magnitude. It was the worst natural disaster to strike Nepal since the 1934 Nepal–Bihar earthquake.

The earthquake triggered an avalanche on Mount Everest, killing at least 19, making April 25, 2015 the deadliest day on the mountain in history. The earthquake triggered another huge avalanche in the Langtang valley, where 250 people were reported missing

The damages were extensive and numerous aftershocks complicated search and rescue work and the delivery of humanitarian help.



The World Association of Community Radio Broadcasters (AMARC) expressed its solidarity with the people of Nepal and mobilised its network to support them.

Nepal has previously counted on a strong and vibrant community radio network, with stations operating all over the country, even in remote areas.

The April 25 earthquake has taken a toll on the network. More than a hundred radio stations in 30 districts have been affected and are in need of urgent help.

AMARC staff from the Asia Pacific office are on the ground and hard at work, in collaboration with the Association of Community Radio Broadcasters Nepal (ACORAB), assessing the status of community radio stations that have been damaged by the earthquake. Teams have been deployed in the field and are visiting some of the most severely impacted districts.

Why should you support community radio stations in Nepal?

Community radio is a powerful tool, especially in disaster relief situations. They are an indispensable way to provide reliable information to local people, help the humanitarian relief and ease the fear and worry of the population in tense situations. These radio stations are deeply rooted in their communities and serve as a focal point for the population to get the services they deserve and need in their language. In emergency situations, community radio can help make a difference.

There are many ways you can help:

- Make a secured donation to this fundraising campaign on AMARC's website: <http://www.amarc.org>
- Promote the fundraising campaign in your networks and on-air
- Add a link to the campaign on your station website
- Promote the fundraising campaign on social media

What the community radios of Nepal need:

Your donation will help provide basic support to damaged community radio stations and ensure restoration of their services as a priority. With your help, AMARC teams will rebuild and repair the stations that have suffered damages by assisting in the following ways:

- repairing studios and broadcasting equipment,
- repairing or rebuilding antennas, towers, and power generation sources,
- buying computers and broadcasting equipment,
- buying portable audio recorders, and cameras.

All the funds donated to this campaign will go to the restoration of the community radio network of Nepal. Your donation will enable AMARC to provide support and expertise to our friends and colleagues in Nepal who are in dire need of help.

Thank you for your generous support!

For more information contact: secretariat@si.amarc.org

Through service to members, networking and project implementation, the World Association of Community Radio Broadcasters (AMARC) gathers more than 4,000 community radios, federations and community media stakeholders in more than 150 countries.

Follow AMARC on Twitter: <https://twitter.com/AMARCnews>

Join on Facebook: <https://www.facebook.com/AMARCInternationalSecretariat>



Intergenerational issues facing refugee and migrant young people

Adolescence is a significant time of change for young people. Their experiences during this period help to inform their development and sense of identity. For many migrant and refugee young people, parents and family members, this occurs while they are also negotiating new cultural, social and legal contexts, creating additional complexities.

Because of their particular life stage – adolescence – young people face unique challenges throughout the settlement process. Like all young people, those who arrive in Australia between the ages of 12 and 25 years have hopes and aspirations for their future, are defining their personal identity and forming relationships outside their family. They are also laying the foundation for the lives they will live as adults. But, seemingly simple developmental tasks can be affected by cultural dislocation, loss of established social networks and the practical demands of the resettlement process. For young people from refugee backgrounds, the traumatic nature of the refugee experience can also be an issue.

While the process of negotiating new cultural values and norms can be positive and allow for new perspectives to be developed, at the extreme it can also lead to conflict, alienation and family break-down. Intergenerational conflict (between people of different generations) can ensue between young people and their family members, extended family members, carers, or between young people and older members of their communities. Though a natural part of raising children in families of all cultural backgrounds, young people are still learning to deal with disagreements and conflict appropriately and when coupled with pressures faced by young people from refugee and migrant backgrounds, these conflicts can become a larger issue.

This intergenerational conflict is entirely normal, and indeed healthy, for children and young people who are learning to push boundaries and express their own independence as they develop and grow into adults. But for young people from refugee and migrant backgrounds and

their families, the change in family dynamic and shift in roles can be difficult to manage. Young people's ability to adapt to new cultures and languages faster than that of their parents can result in a change in responsibilities within their family group upon settlement in Australia.

Young people will usually pick up English quickly and this can put parents from language backgrounds other than English at a disadvantage. In social scenarios, everyday situations, or in dealing with services, children often become the family's representative if their parents or other family members have difficulty communicating in English. This can put both parents and children in a

difficult position, as children may be exposed to and expected to understand matters that are inappropriate for a young person. Attending appointments with parents may also require children to miss school, take time off work or forgo other activities leading to stress and resentment.

In this situation, parents also have to trust that their children will fully and competently interpret information. This gives children significant responsibility and also power within families, elevating their role to family spokesperson.

This shift in dynamic, power, roles and responsibilities can place great strain on families, damaging the pride and confidence of adults. As a result, communication between family members is more difficult leading to a shift in the family unit and relationships between family members. This is particularly the case when young people gain employment adopting the role of primary income earner.

Children and young people interpret not only English for their parents, but often attempt to explain new cultural norms. Young people's exposure to Australian culture, particularly through school, means that they are in a better position to understand local systems and processes. Limited exposure to Australian culture, through lack of English and social connections, can result in misconceptions and fear of the unknown.

Employment status can greatly impact on the status of the 'head' of the family too. Unemployment for an adult can bring a perceived loss of control over and responsibility



for the family's wellbeing.

Differences in values can exist in all families and these differences may be more noticeable for families who have come to live within a new cultural context. All families have to negotiate values in supporting adolescents, to make rules and agreements and work with differences in wishes and needs. Families born overseas often have a much harder job in parenting their children in the new context given the profound re-negotiation of values that is required. This re-negotiation of values can endure for second and third generations.

Families from cultures which have no - or a very different - conception of adolescence, can find it difficult to understand that there is a period between childhood and adulthood in 'Western' society. Some communities may view the construct of adolescence as giving young people permission to act up or make mistakes; behaviour which is sanctioned by the State. Some families may not accept this conceptualisation of adolescence, and for young people from a refugee or migrant background who experience adolescence in Australia, these parameters may be frustrating.

Newly-arrived parents (and of course other parents too) often have great fears about what may happen to their children in Australia, particularly if they readily adopt the cultural norms of their new country. Refugee families, in particular, left their own countries to seek safety and protection for themselves and their children. These fears can understandably lead parents and guardians to be more protective of their children. This can cause a greater need for negotiation and potentially conflict, as young people seek to assert their independence and freedom.

Families who have refugee experiences often have high levels of resilience and coping skills, and can be a great source of strength to each other in recovering from the effects of torture and trauma. However, migration and particularly the refugee experience can separate and change the makeup of families. What 'family' means for newly-arrived young people can therefore be very different. The family may look and function in a profoundly different way from the way it did overseas or in the past. For some, their immediate family, including their parents, may be dead or missing. Others may arrive in Australia to find that one or both parents have remarried or formed new relationships. Many will live in multi-family households with non-parent guardians, extended family, friends or community members.

The lack of broader family support networks further contributes to settlement challenges for families new to Australia. Family supports are critical in negotiating a range of settlement pressures and in the absence of such support, participating in employment or other community activities can be difficult. Concern about family members

left behind in conflict regions or refugee camps creates additional stress, and sometimes feelings of guilt, for families. This can be compounded by financial pressures particularly if families are sending money overseas to support those left behind.

Regardless of cultural background, parenting strategies that are necessary in a war-torn country, in which family and community members are subject to persecution, will inevitably differ from those needed in more settled contexts. For young people and their families prior to, during and after resettlement, the trauma of the refugee experience can result in anxiety, sadness, a sense of having no control over one's life, fear, post-traumatic stress disorder, and lack of trust (among other responses).

The shift in family power dynamics, that gives rise to a range of issues, can be lessened from the start if parents are empowered more effectively in the early days of settlement. Empowering parents more effectively includes basic steps such as explaining service systems and available supports, normalising the challenges of raising adolescents, promoting help-seeking and encouraging and supporting English language acquisition and better use of interpreters.

Settlement challenges for families new to Australia include:

- Learning a new language
- Adjusting to a new culture, systems and processes
- Finding stable, affordable and appropriate housing close to essential amenities
- Finding employment
- Building financial stability
- Lacking extended family and broader social support, including the social capital to access economic, social and employment resources
- Disillusionment and frustration
- Discrimination and marginalization

'Young people's ability to adapt to new cultures and languages faster than that of their parents can result in a change in responsibilities within their family group upon settlement in Australia'

Lisa Spurr



Communications and Marketing Coordinator,
Centre for Multicultural Youth

To read more about intergenerational conflict for refugee and migrant families, visit <http://www.cmy.net.au/publications/intergenerational-conflict>



Radio 5EBI celebrates 40 years of broadcasting

Ethnic Broadcasters first went to air on Radio 5UV (now Radio Adelaide) on Monday 3 March 1975, after a year of planning.

That first one-hour Italian radio programme was presented by Mr Gabriel Damiani and it was considered experimental by those seeking new ways to support South Australia's migrant communities in their transition to their new country and its culture.

A one-hour Dutch programme followed on Wednesday 5 March, with a Ukrainian programme on Saturday 8 March. The rest, as they say, is history.

Within two years of those humble beginnings, Ethnic Broadcasters had outgrown the limited office space that 5UV had generously provided. They were also using nearly half of 5UV's airtime.

Assisted by a State Government grant, EBI established its own premises a little way along North Terrace in Adelaide. That new location had a short life as the number of participating groups quickly reached 28. The station needed larger premises and relocated to Parker Street, Mile End in late 1977.

Since obtaining its first FM license in November 1978, Radio 5EBI.fm has evolved into a vibrant multicultural broadcasting community.

The station began operating from its current location at 10 Byron Place, Adelaide on 3 October 1981. Today more than 40 ethnic groups plan and present regular programmes to keep their listeners in touch with the culture of their homelands, news and current affairs, as well as educating and entertaining a wider listening audience.

Community radio generates a unique sense of family amongst those who keep such stations broadcasting.

Overseen by a dedicated Management Committee and a small, but equally dedicated team of staff, Radio 5EBI 103.1 fm has many enthusiastic volunteers who are actively involved in its on-air programming, cultural activities and the all important fundraising.

Over the years there have been hugely popular mystery bus tours, quiz nights, conferences, lotteries and numerous functions staged by the individual broadcasting groups.

The station's annual *Art In Diversity* exhibition invites its supporters to showcase their talents in mediums such as oils, watercolours and photography.

While the outside broadcasting van is long gone, a more portable and flexible OB unit enables the station and its member groups to get involved in special events and festivals beyond the confines of Byron Place.

Broadcasting courses, held twice a year, encourage new groups to get involved and new people to become proficient as presenters.

Annual dances and Radiothons bring member groups together. And let's not forget the hugely popular trading tables and raffles – staple features of so many EBI events.

On 1 March 2015 Radio 5EBI 103.1 fm began celebrations of its four decades with a daylong birthday party attended by several hundred people including presenters, volunteers and other stakeholders. Special guests included SA Minister for Multicultural Affairs, Zoe Bettison MP; the Opposition Spokesperson on Multicultural Affairs, David Pisoni MP; Filipino Consul General Mark McBriarty and the station's very first presenter, Gabriel Damiani.



Images continue on next page

Katrina Lister

EBI Transmission Production Team



Radio 5EBI celebrates 40 years of broadcasting

North West FM at Glenroy Festival

On Sunday 22 March, broadcasters from North West FM held an information stall at the Glenroy Festival at Sewell Reserve.

Glenroy is part of North West FM's allocated broadcast area and we were proud to be a part of the festival again this year.

The festival was well attended by local residents who enjoyed food, arts and craft stalls and children's activities. An entertainment program included the Itiki Dance Group, Kylie Auldish and the Glenroy Allstars and other live music.

Barry Williams
North West FM Committee Member





We are family! Cultural Shoutout

first national multicultural
ethnic broadcast shoutout
9am to 9pm

SATURDAY SEPTEMBER 19th
2015

.....and you're all invited !



We invite you all to be part of we are family! a fun and history-making salute to Multicultural and Ethnic (ME) community radio and to the thousands of devoted, loyal and talented volunteers who for decades have kept alive Australia's energetic and diverse collective of multicultural ethnic voices and language.

By, for and of the people, ME community radio has never been stronger, nor its presence, authenticity and outreach more important to further strengthening the multicultural scaffolding upon which this country is built.

It has grown into a major essential and vibrant national communications force and remains daily testimony to the foresight, initiative and passion of generations of dedicated volunteers and teachers.

In an happy collaboration between the nation's five capital full time ME radio stations, 3ZZZ (Melbourne), 2000FM (Sydney), 4EB (Brisbane), 6EBA (Perth), 5EB1 (Adelaide) and with wonderful support from the Community Broadcasting Foundation, the Community Broadcasting Association of Australia and the Digital Radio Project, the we are family! cultural shoutout takes place on Saturday, September 19th 2015, from 9am to 9pm.

But in no way does that mean all other ME dedicated stations - or stations that broadcast programs in languages other than English, will be excluded. Far from it. There will be various sections that will reach out to you for input and participation. Also we will broadcast cheerios and shoutouts from you all and intersperse them during the day.

Regard the 'parent' stations as your state HQ. We are setting up social media platforms to post information, updates, program input and suggestions. Don't hesitate to contact myself or Social Media Coordinator whizz kidz, Edgar Mirantz Tan, of award-winning Polyfonix fame.

We will be 'beaming' out of Brisbane on this special day and although some material will be pre-recorded we are scheduling a number of live sections and link ups. This is your day. This is the day for your communities to shine and participate - and we are keen to be inclusive.

The day will be a celebration not only of our similarities but also celebrate our differences. We will lean towards the Arts, Literature, Poetry, Music, Culture, Sport, Innovation, Comedy and Drama - and wherever possible will include original works and contributions drawn from

within our volunteer and program families - as well as showcase historical and traditional works.

We will have forums, panel discussions and interviews devoted to current affairs, interfaith issues and some pressing health matters. In these sections we will feature expert advice and helplines as well.

I am lucky enough to have been appointed EP by a supportive team that is keen to feature and spotlight your cultures and talents. I have unashamedly declared we are family! to be an executive/ board member-free zone. However, their cheerios and thumbs up are, of course, very welcome.

We will publish a list of ME producers and contact details of those who will be working with me, with you. Also, we will be sending emailouts to all stations, to keep you posted.

We're also going to run episodes of a comedy satire/soapie during the day - All about ME - a day in the life of volunteers at a multicultural ethnic community radio station - so this is a chance for those of you who have a passion for creative writing and comedy/drama and acting to step up.

The talented Sasha Leong, another one of the 'Polyfonix Possums' on my volunteer support team has been appointed Producer and will coordinate the All about ME soap and liaise with capital and regional stations and writers. Help us to spread the word.

There is no other media collective entity in Australia that directly works personally side by side with more than seventy language groups and communities on such a national scale; not even in mainstream media. What a magnificent effort! As I said at the recent Sixth Ethnic Broadcasters' Forum, it is the volunteers who put the muscle on the skeletal and small paid staff of ME community radio.

We will be calling for nominees for the nation's longest serving ME community radio volunteer who will receive an appreciative award from the we are family! team.

Here are our contact details:

website: www.wearefamily.org.au

tess@wearefamily.org.au

edgar@wearefamily.org.au

sasha@polyfonix.com.au

The we are family! shoutout will be a special day for us all and I hope it is the first of many such days and collaborations.

Those of you responsible for the status and standard of ME community radio have every reason to be proud of what you have achieved thus far. Your efforts provide impetus for even greater triumphs.

I look forward to working with you - and especially so to making - we are family! day, September 19th, 2015 the success it deserves to be.

Tess Lawrence
Executive Producer



WOW FM Greek presenters meet Eva Dafranos

On 29 April 2015, WOW FM presenters Malama Psarianos and George Parris attended the ANZAC Centenary Art Exhibition held in Canberra and met Haris D Dafaranos, the Ambassador of Greece to Australia, and art curator Eva T Dafaranos.

The exhibition 'Lemnos – The Greek Dimension in the ANZAC Centenary' highlighted a historic milestone for Australia and New Zealand and celebrated the spirit of humanism that prevailed in Lemnos during and after the Gallipoli campaign.

Presenter Malama Psarianos (Malama's Greek Night Out) was honoured to see that Lemnos, where her parents came from, kept to the ancient Greek tradition of hospitality even during the difficult moment of war, enabling the allied Nurses and Medics to perform wonders and save lives. Lemnos provided a pause of tranquillity appropriate for the convalescence of wounded soldiers.



Left to right: WOW FM's George Parris, curator Eva T Dafaranos, WOW FM's Malama Psarianos, artist Nick Bonovas and his wife.

Youth Forum at 4EB

The annual 4EB Youth Forum was held on Saturday 9 May 2015. The event was well attended and a great opportunity for our young broadcasters to network and share ideas in the ever changing landscape of radio.

The group played games, participated in workshops and heard from keynote speakers Sarah Lio-Willie and May Yuen.

Participants came from many different groups including Oxygen, Irish, Fresh Crew, Chinese, Multicultural and Samoan amongst others.

A big thank you to Janice Wu for organising the event and Irene Tavutavu for catering.

Jason Hagen

Training Co-ordinator, 4EB





3WBC Victorian Ethnic Broadcasters' Forum

Ethnic Broadcasters from around Victoria gathered in Box Hill on Sunday 28 June 2015 for the Victorian Ethnic Broadcasters Forum, hosted by Whitehorse Boroondara FM Community Radio, 3WBC 94.1 FM.

This forum, the sixth since it began, was a great opportunity for broadcasters to meet, share ideas and discuss experiences and issues affecting the community broadcasting sector.

3WBC hosted the event at the Box Hill Town Hall Arts Hub where their studios are located, and station President Paul Hooper opened the forum, with 3ZZZ's Ash Gupta taking the role of MC for the day. The Mayor of Whitehorse, Cr Andrew Munroe, was in attendance to welcome broadcasters and Box Hill Elgar Ward Councillor Robert Chong also spoke on the value of ethnic community broadcasting.

Joe Caputo, Chairman of Federation of Ethnic Communities Councils of Australia (FECCA), past Mayor of Moreland, and Councillor of the Victorian Multicultural Commission spoke on the value of ethnic communities working with Indigenous Australians to challenge racism. He pointed out that Australia was a multicultural, multilingual country long before white settlement, with hundreds of distinct Aboriginal and Torres Strait Islander languages and cultural traditions. It gave the audience food for thought to consider multiculturalism less as a policy position and more as a long-standing reality in Australia that predates colonisation.



Victorian Minister for Multicultural Affairs and Finance Robin Scott spoke about funding recently announced in the state budget for multicultural media in Australia. He also talked about how multicultural media was essential not only in helping to maintain language and culture, in today's age where so much media from around the world can be accessed live through the web or

satellite broadcasts, but to facilitate representation and participation in Australia's civil society.

A consistent highlight of each state forum is the 'Station Round Up' section, where broadcasters, station managers and staff from all over the state give updates on what's been happening at their stations. This time there were representatives from nine different stations, including 3WBC, 3ZZZ, 3BBB Voice FM (Ballarat), 3NOW North West FM, 3YYR Pulse FM (Geelong), 3GCR Gippsland, 3INR Inner FM, 3WKT Central Highlands and 'emerging' station J Air. A wide range of topics came up, from more technical challenges around transmission and licencing, to social and cultural complexities in ethnic community broadcasting.

Some great ideas were shared: John Farmer from 2WBC explained that the station ensures programs have long-term viability by requiring that new programs have a team of at least three presenters. Leo Renkin reported that Pulse FM has a buddy system where older volunteers also bring in a younger buddy and vice versa, as different generations tend to have different skill sets, volunteer capacity and audience reach.

Mike Zafiroopoulos, Chair of the Channel 31 Board, spoke of the threat to community television as the sector faces being moved off air to online only broadcast. You can read more about the campaign to save community television in this issue of *The Ethnic Broadcaster*, in the article on the Commit to Community TV Week of Action.

NEMBC Operations Officer Juliana Qian also spoke on the NEMBC's recent achievements in advocacy and lobbying, and upcoming projects and opportunities, including the 2015 NEMBC Conference in Melbourne which will also celebrate the organisation's 30th anniversary.

Broadcasters relished the opportunity to network with each other over lunch, generously sponsored by Tobin Brothers.

After lunch, a panel presented alternate responses to the Community Broadcasting Foundation's recently released Governance and Structural Consultation Paper.

CBF President Peter Batchelor gave a presentation on the proposed changes, and George Zangalis (3ZZZ Secretary) and Russell Anderson (NEMBC Executive Officer) spoke on how they felt the changes would have a significant negative impact on the sector and especially for ethnic community broadcasting.

For the final session of the day, Edgar Tan (3ZZZ Training and NEMBC Victorian Youth Rep) taught the audience some social media tips and tricks and Tess Lawrence spoke about the national broadcast 'We Are Family' coming up on 19 September 2015.

Thank you to the organising committee, host 3WBC and all the participants for a very engaging day of discussion that showed the passion and commitment of ethnic community broadcasters across the state.

Juliana Qian and Tara Egan
NEMBC Operations Officer and Project Officer



Mike Zafiroopoulos, Robert Chong, Joe Caputo. Photo credit: 3WBC.
Above photo of Minister Robin Scott thanks to Julio Altamirano.



3CR's newest show, Tak Radio

Tak Radio is a new Hazaragi radio program broadcast live by a group of young Melbourne university students from Afghanistan. The program is the first Hazaragi radio program in Australia, and focuses on news, current affairs, sports, youth issues, music and issues that concern the newly emerged community from Afghanistan, as new citizens in Australia.

Currently, there are more than 20,000 Hazaras living in Australia and the numbers are increasing day by day. As the community grows, so does the need for information, community support and representation. Each week the show includes guest speakers and features interviews on different issues and topics that increase awareness of Hazara community issues, and that the community can relate to.

Some people in the community have no English language skills or their skills are very limited. Tak Radio can help in educating those community members and provide news and information in the Hazaragi language they are fluent in and can understand. Tak Radio will also enable Hazara youth to learn more about their language, heritage, culture and identity. Tak Radio aims to be the voice for the Hazara community from Afghanistan and to be able to represent the community in the mainstream Australian media.

Having a voice in the media is one of the most important things for the Hazara community, as it enables us to be heard, understood and appreciated by other Australian communities. With 3CR's help, Tak Radio provides an opportunity for the community to find out what is happening in Afghanistan, and to Hazaras in Australia and all around the world.

Tak Radio broadcasts from 5.00 - 5.30 pm every Sunday on 3CR.

Farzana Shariffie

Broadcaster, Tak Radio
3CR Community Radio 855am



2NUR FM's new Bangladeshi Program

The Newcastle Bangladeshi Program aired its first program at the end of May this year. It is a 30minute mix of Bangla music, news and information for the Bangladeshi Community of all ages living in the Hunter Region. There are even some interested Bangladeshi people hanging on each week's program in their home country! And the number is set to increase.

The presenters are an enthusiastic and passionate group of Bangladeshis living in Newcastle who are part of the University of Newcastle. They are led by Dr Milton Hasnat who is currently working as a Senior Lecturer, and is known for his research on arsenic toxicity and non-communicable diseases - he's also a published poet of Bengali literature!

The group includes Asma Jahan Mukta, a PhD student in Comparative and International Education, who is looking to work as a social change agent through media. Adnan Al Moshi is studying a Master's in Social Change and Development - he is loving the opportunity to promote Bangladeshi culture and language. Nisat Nowroz Anika is in the field of Mechanical Engineering; she has a passion for singing and playing classical musical instruments, and hopes to help preserve these classical gifts.



Left to right: Adnan, Anika, Milton, Asma and Happy (Shamima)

Together they are working hard to master the technical challenges of their radio program, and to produce a weekly show to delight and inform their audience. It goes to air at 10pm on Sunday evenings, and is also available via online streaming each week on www.2nurfm.com (through Programs > Multicultural Programs > Bangladeshi Program). Check it out!

Bangladeshi Program

2NUR FM, 10pm Sunday

Commit to Community TV – National Week of Action

The Federal Government has declared that it wants to take community television off the air on 31 December 2015.

A national Week of Action was held on 1-5 June 2015, with the community TV sector asking its supporters to sign up and take action to Commit to Community TV.

The NEMBC recognises that community TV is essential to media diversity in Australia and will lose much of its impact if it's forced off air prematurely.

Through an eNews to our members, and daily posts on Facebook and Twitter, we highlighted the threat facing community TV, the importance of the sector, and the many ways in which people could participate in the campaign to secure its future on local free-to-air television.

On this page, you can see a few facts about community TV. Find more information at <http://i.committocommunitytv.org.au/> and use the hashtag #committocommunitytv to help the campaign gain momentum.

Juliana Qian

Operations Officer, NEMBC

THIS GOVERNMENT MUST GIVE
COMMUNITY TELEVISION
MORE TIME
TO GO ONLINE
OR THE SECTOR
WILL NOT SURVIVE

RIP
COMMUNITY TV
1994-2015?
yes. we're
LOCAL

SHARE IF YOU AGREE

COMMITTOCOMMUNITYTV.ORG.AU

SSSS SSSSS **VERSUS** yes. we're
LOCAL

5 SHOPPING CHANNELS ON MELBOURNE TV **120** LOCALLY MADE SHOWS ON C31

WHY IS THE COMMUNITY CHANNEL BEING FORCED OFF AIR?

COMMITTOCOMMUNITYTV.ORG.AU

COMMUNITY TV IS BEING FORCED OFF AIR

DUE TO:

SPECTRUM SALE? NOT POSSIBLE FOR SEVERAL YEARS **BUSTED**

.MPEG4 TESTING? NOT HAPPENING - INDUSTRY SAYS NO! **BUSTED**

LOW RATINGS? 3 MILLION VIEWERS PER MONTH **BUSTED**

IMPACT ON BUDGET? NO GOVERNMENT FUNDING FOR COMMUNITY TV **BUSTED**

COMMITTOCOMMUNITYTV.ORG.AU

#SOSBLAKAUSTRALIA: Stop the forced closure of Aboriginal communities

Over the last few months, a broad coalition of people around the country has been protesting against the proposed removal of services to Aboriginal communities in Western Australia.

Western Australian State Premier Colin Barnett announced on 12 November 2014 that the state would no longer provide services like water and electricity to up to 150 remote Aboriginal communities, following the Federal Government's decision to stop subsidising these services from mid-2015. The lack of essential services would effectively force Aboriginal people in remote communities from their homelands.

The Aboriginal communities of Western Australia have identified that this is an act of dispossession that goes against Australia's commitment to the United Nations Declaration on the Rights of Indigenous Peoples, which prohibits removing Indigenous people from their land.

Prime Minister Tony Abbott added insult to injury when he said on ABC Radio on 11 March 2015 'what we can't do is endlessly subsidise lifestyle choices if those lifestyle choices are not conducive to the kind of full participation in Australian society that everyone should have'. His statement triggered an overwhelming response in affected communities, which has since grown to become a national and international movement.

Aboriginal people from the Kimberley region in Western Australia declared a global call to action for Thursday 19 March, and in the months since local community actions have occurred in every State and Territory across Australia, as well as in Canada, the United Kingdom and Aotearoa (New Zealand).



A protester at Raintree Park in Darwin. Photos by Don Baylis, General Manager of Top End Aboriginal Bush Broadcasting Association (TEABBA).

More than 25,000 people have marched in support of Aboriginal communities remaining on their homelands.

Online, the hashtags #SOSBlakAustralia #LifestyleChoices and #NoConsent have been trending on Twitter, as well as slogans specific to some protests such as #ShutDownMelbourne and #SelfishRabble which

responded to a Herald Sun newspaper headline dismissing a 4,000-strong protest in Melbourne as a 'selfish rabble'.



Photos of the protest in Melbourne by Kenji Wardencllyffe. Above and photo of 3CR Broadcaster Viv Malo (in header). <https://www.facebook.com/Wardencllyffe.Photography/>

Comedian Adam Hills (@adamhillscomey) pointed out that the headline 'Selfish Rabble Shuts City' was ironic in that it 'also describes the forced closures of indigenous communities by our Government'.

With strong leadership from Aboriginal women of the Kimberley regions, and widespread support from Aboriginal communities around the country, the movement has also attracted support from a diverse coalition of organisations including the Australian Council of Trade Unions (ACTU), the Maori Party of New Zealand and the International Trade Union Confederation (ITUC).

A number of notable non-Aboriginal figures including activist Angela Davis, actor Hugh Jackman and singer Michael Franti have also voiced their support. Journalist John Pilger wrote in The Guardian that 'Evicting Indigenous Australians from their homelands is a declaration of war' (22 April 2015).

Aboriginal community broadcasters have been very involved in the movement, with Viv Malo and Robbie Thorpe from 3CR Community Radio 855am speaking at the Melbourne protests and Top End Aboriginal Bush Broadcasting Association (TEABBA) supporting the marches in Darwin.

Juliana Qian

Operations Officer, NEMBC

For more information, media enquiries or to join the campaign, go to www.sosblakaustralia.com or follow on social media:

Facebook: www.facebook.com/sosblakaustralia

Twitter: @sosblakaustr



Ethnic grants news

Ethnic Grants Advisory Committee (EGAC) members Heinrich Stefanik (Chair), Luchi Santer, Orietta Wheatley and alternate member Iyngaranathan Selvaratnam will be meeting in Melbourne at the end of July to consider Round 1 2015/16 Ethnic grants, including special projects, development projects for new ethnic programs and sector coordination by the NEMBC.

Other CBF news

CBF STRUCTURE & GOVERNANCE REVIEW CONSULTATION

The CBF is proposing significant reform to its structure and governance. It has developed a new model that it believes will better meet the needs of the community broadcasting sector - now and into the future.

Over the past year the CBF has worked through a process to consider how it might revise its organisational structure and governance arrangements to improve our efficiency and effectiveness. The Foundation sought advice from independent consultants, Nous Group, and from the sector. The CBF has considered the Nous Group's report and the diverse range of feedback on its recommendations from across the sector. Considerable thought was given to the various options. The review has also been an opportunity to reflect on what role the sector's funding agency can play in helping the sector to meet a range of challenges.

The CBF has devised a new model that draws elements from the Nous Group report, from sector comment on it, and is informed by our own experience and analysis of the Foundation's operation to date. The specifics of the proposed model have been thought through in detail in order to understand the process and workload consequences of the proposed changes. The result is a model that is significantly different to the recommendations that Nous Group proposed, although elements of their work have been incorporated.

The current structure is overly complex, is not easily adaptable to changing sector needs and holds limitations for the Foundation in seeking to increase and diversify its income through fundraising. Over time, the CBF and its funding opportunities have grown organically, but not strategically.

The key benefits offered by the proposed model are:

- Making our processes more straight-forward for applicants
- Helping the sector respond to a rapidly changing media environment
- Encouraging more grassroots involvement in our grant assessment processes
- Ensuring the CBF Board and advisory committees are appropriately skilled

The proposed model is fair and strategic, and it will benefit all CBF grant applicants and the development of the sector as a whole.

Have your say:

The CBF has published a consultation paper and is inviting comment and feedback on the proposed changes. There are a number of ways to learn more and to share your views.

- **Read the consultation paper:** download the paper at www.cbf.com.au/consultation
- **Participate in a webinar:** the CBF is holding two webinars to explain the proposed changes. Visit the CBF website to register or to view recordings of the webinars.
- **Ask questions:** the CBF will publish questions raised in the webinars and via email with responses from the CBF Board.
- **Pick up the phone:** discuss the proposed changes in person or via phone. Contact Ian Stanistreet, CBF Executive Director during business hours on (03) 8341 5900.

Following close consideration of sector feedback on the proposed model, it is expected that the new structure and governance model will be finalised and announced in September, with changes implemented from the 2016/17 financial year.

APPLY NOW: TRANSMISSION EQUIPMENT GRANTS

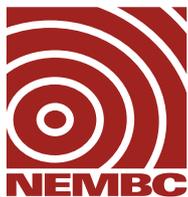
Is your station planning to upgrade its transmission equipment? The next round of Transmission Equipment grants closes 11 September 2015. Apply for funds to support the purchase and install essential transmission equipment or conduct activities that will improve your transmission facilities. Visit the CBF website for more information.

Current CBF Grant Opportunities

Grant Category	Due Date
Training grants	2 September 2015
Transmission Support grants	11 September 2015
Small Equipment grants	14 September 2015
Promote Your Station grants	14 September

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

www.cbf.com.au Like the CBF on Facebook www.facebook.com/CommunityBroadcastingFoundation and follow the CBF on Twitter twitter.com/cbfgrants



The National Ethnic and Multicultural Broadcasters' Council

Membership Application/Renewal 2015-2016

Please complete the form below and post to: **NEMBC, PO Box 1144, Collingwood VIC 3066.**
Alternatively you can 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 30 June each year.

Payment: Please attach your cheque or money order for \$25 payable to 'NEMBC', or pay by EFT to:
BSB: 633-000/ 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 us on **(03) 9486 9549.**

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

Main Representative: _____
(title) (first name) (surname)

Role: _____

Signature: _____ Date: _____

Please provide contact details of your program or group members, not the station.

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), Producer (Prod), Presenter (P) or Panel Operator (PO).

Title	First Name	Surname	Role	Email

