

National Conference

The Ethnic Broadcaster

Autumn 2017 Edition – Journal of the National Ethnic & Multicultural Broadcasters' Council

Your

Voice

Your

Action

Our

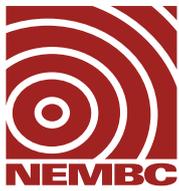
Change

Canberra

24-26 November 2017

Organised by the NEMBC with host station 1CMS Canberra
Multicultural Service Community Radio the only dedicated
multicultural radio station in the ACT and surrounds





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.

Welcome to the Winter Edition of the Ethnic Broadcaster!

The 2017 NEMBC Annual Conference is just around the corner and planning for the event is happening in earnest. This year both conferences will be held in the Australian Capital Territory, Canberra, with the Youth Media on Friday 24th November and the NEMBC main Conference on Saturday 25th, and concluding on Sunday 26th with the AGM and elections. The host station Radio 1CMS together with the NEMBC Secretariat are seeking funds from various sources to run the two conferences.

We are so delighted to announce that our keynote speaker is Emeritus Professor Gillian Triggs, the former President of the Australian Human Rights Commission (AHRC). As you may recall, last year the NEMBC won the AHRC's award for the campaign 'Racism stops with me', using radio to spread the message and hosting a number of social events to advocate for zero tolerance of racism in Australia. Consequently, following our winning actions last year, the 2017 conference theme is 'Your Voice, Your Action, Our Change'. Professor Triggs input will be highly regarded as we examine the type and nature of the representation of ethnic voices in the Australian media industry and community-So what do we mean by the theme?

Your voice: A call to broadcasters to spread or communicate a message – i.e. a voice. This could be through a radio program, a job, a position in the community, or words written and shared on social media.

Your action: The things we do to effect and create change, either on a big or small scale.

Our change: Both of the above combined, create "our change" which means shifting attitudes, changing perceptions, confronting stereotypes and effecting change for "the greater good" of a socially inclusive Australian society.

The idea of voice, action and change needs to be seen in the context of the broader global situation where social cohesion is being eroded as society becomes more polarised and multiculturalism and diversity often comes under attack.

The theme is interpreted as a call to find your voice, inspire yourself and others to action and as a result we can create social change. In the context of broadcasting this means use your voices and community activities to break down barriers and affect social change – an idea which encapsulates what the NEMBC advocates for. We do look forward to a successful conference and in unpacking the theme.

There are a number of projects that the NEMBC has developed in partnership with other organisations that will have benefits for our members and member stations. The most recent has been the AFL partnership and we are pleased to be working closely with 3ZZZ's production team and also with the many stations around Australia that have

played the weekly podcast: The Multicultural AFL Football Show and the development of live footy Ethnic broadcasts.

We are very excited to start a partnership that was forged from last year's Sydney conference with the Ethnic Communities Council of NSW (ECCNSW) which led to a project about Aged Care and a partnership with SBS and the Ethnic Communities Councils of Queensland and Victoria. Thanks go to Terrie Leoleos from ECCNSW for coordinating the *Speak My Language* project. More details are available on page 20, and stay-tuned as the project rolls out over the next couple of years.

It's great to see what is achieved in Ethnic community broadcasting such as the Sikh Games and how they are creating such a local, national and global effect.

There are many insightful articles in this edition and thanks to people like *Mohammad Al-Khafaji* for the work he does as CEO of *Welcome to Australia*. And the work done by Ballarat broadcaster Charles Zhang in receiving an apology from the Victorian Premier for the way that the Chinese community was mistreated during the gold rush in the 1800's.

While all this positive work is being achieved we are unfortunately witnessing an alarming rise in xenophobia. In the past many racist comments were on the fringe but now extreme hateful views are becoming part of the public discourse and it's propagated by sections of the mainstream media. The comments by a Sky news journalist to Race Discrimination Commissioner Tim Soutphommasane to 'Go back to where you came from' is outrageous and should not be tolerated from a mainstream media outlet, a full report on page 21.

There are many ways to be involved in the NEMBC, you can become a Champion, see our article on page 17, to reporting on news and sport or as young person making generational change, to seniors who want to be involved in Aged Care.

I hope you have a good read and become involved - it's 'Our Change' in rapidly changing times that can make a difference.

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

Mālō 'aupito (Thanks in Tongan)



Dr. Tangi Steen
NEMBC President



The AFL partners with the NEMBC



The NEMBC contributes to media diversity in Australia by maintaining and connecting people to their language, culture, identity and reminding mainstream media in the importance of Ethnic community broadcasting in Australia.

The NEMBC is looking at ways to engage, train, entertain and develop diversity and multicultural radio journalism especially amongst the emerging communities and youth sectors as well as provide opportunities for its member radio stations to generate revenue streams through sponsorship of popular programs.

After lengthy negotiations, the AFL, together with the National Ethnic and Multicultural Broadcasters' Council (NEMBC), and 3ZZZ FM Community radio station are producing a series of Multicultural AFL Football podcasts and ethno-specific language broadcasts during the remainder of the 2017 Toyota AFL Premiership Season.

The Multicultural Football Show will be recorded in English and select diverse language podcasts and broadcasts in the Arabic, Hindi, Mandarin and Spanish languages. The podcast is engaging eight multicultural commentators. The AFL provided each commentator with training run by very much experienced former Seven and 10 network TV footy commentator and now with radio SEN, Anthony Hudson. The eight multicultural broadcasters were for the first time provided with the opportunity to regularly broadcast Australian Rules football live from the MCG and Etihad Stadium during the eight week trial period.

The weekly Multicultural Football Show will be hosted by Harbir Singh Kang who is of Punjabi background, Salam

Hasanein who is of Palestinian heritage and anchored by Gabriel D'Angelo who is Australian born of Uruguayan parents. The team will be reviewing and previewing each round of the AFL, as the show focuses on AFL news and programs relevant to multicultural communities, featuring interviews with Australia Post AFL Multicultural Player Ambassadors.

The launch of the project took place at AFL Headquarters in Melbourne on Wednesday 28th July where the AFL, NEMBC and 3ZZZ entertained journalists, radio personnel and AFL Football clubs represented by their diversity and multicultural managers.

At the function, AFL General Manager Game Development Andrew Dillon said the AFL is proud to partner with the NEMBC and 3ZZZ to deliver the Multicultural Football Show.

"The AFL's multicultural strategy has been developed through partnerships with ethnic communities and organisations such as the NEMBC who have become advocates of our game; ensuring it is the most inclusive sport in Australia," Mr. Dillon said.

"We are proud to have established a formal partnership with NEMBC to host a Multicultural Football Show that will be shared across all the partner radio stations of NEMBC in 2017.

"This show will give us the opportunity to celebrate the diverse cultures that make up our great game; highlighting the contribution multicultural communities have made

to the sport's history and welcoming new communities to embrace Australia's game in the future," he said.

NEMBC Operations Officer Fiv Antoniou said:

"We are proud to partner with the AFL to deliver the first Multicultural Football Show of its kind, engaging passionate multicultural supporters of AFL football and providing them with the opportunity to broadcast the game in different languages," Mr. Antoniou said.

"The AFL has for several years been investing in multicultural communities around the country and we are excited to play a role in growing the game.



NEMBC – 3ZZZ Mandarin language broadcasters, Barney Yu Xia, Agnes Yao Lu and 3ZZZ production manager Gabriel D'Angelo at the MCG.



NEMBC broadcast production booth at the MCG.

The multicultural community is a huge national sector and what better place to commence a regular multicultural AFL program than through the NEMBC's national radio station network.

"In every state capital there is a large multilingual community radio station and there are hundreds of general community radio stations in cities and towns broadcasting multilingual and multicultural programs. Community radio forms a large part of the media landscape, with 57 percent of Australians tuning in to community radio at one time or other each month," he said.

3ZZZ FM is one of Australia's largest ethnic community radio stations and was engaged by the NEMBC to produce and deliver the Multicultural Football Show to the NEMBC for distribution to all our members. Because AFL's Headquarters are in Melbourne along with the technical facilities at 3ZZZ's new premises in Brunswick and their

youth program 'Polyfonix' which already broadcasts AFL material, were chosen to deliver this program.

The NEMBC is looking towards the future if this trial run is successful, then the 2018 season will be podcast and broadcast over the entire AFL season including finals. The NEMBC and AFL will then be looking to train interstate presenters in providing AFL interview material and digital broadcasts from all round Australia – All part of the NEMBC's media journalist accreditation program emerging later this year.

Meet the 'Multicultural Football Show' team

The podcast: Multicultural Football Show

Duration: 30 minutes

Exec. Producer NEMBC: Fiv Antoniou

Recording Producer: Gabriel D'Angelo

Commentators podcasts and broadcasts

Arabic: Ahmed Osman, Salam Hasanein

Hindi: Harbir Singh Kang, Renu Tiwary

Mandarin: Barney Yu Xia, Agnes Lu

Spanish: Maximo Perez-Torres, Vanessa Gatica

English: Gabriel D'Angelo, Salam Hasanein, Harbir Singh Kang



The AFL partners with the NEMBC



Gabriel



Gabriel D'Angelo was born in Australia from migrant parents hailing from the South American country of Uruguay. Gabriel developed a strong love affair with sport and from an early age has been a staunch AFL St. Kilda supporter.

As a child his favourite player was the prolific goal kicking machine Tony (Plugger) Lockett who dominated the AFL's goal kicking lists in the 90's and now a fan of contemporary Saints stars like Josh Bruce and Jack Steven.

Gabriel would love nothing more than to see his beloved Saints lift the premierships cup for only their second time in their history which hopefully for him is sooner, rather than later. Gabriel is also an AFL Diversity / Multicultural Ambassador and is the Multicultural Football Show's podcast and match broadcast Producer for both the NEMBC and 3ZZZ.

Salam



Salam Hasanein is an Australian Palestinian who has a passionate interest in community matters. Salam has been heavily involved in the Indigenous space, responsible for leading specific projects to build and provide an effective link between Indigenous people, their communities and the broader community.

Salam achieved a Bachelor of Arts degree at Deakin University majoring in Public Relations and Journalism and utilises her skills to provide a radio reporting edge that is different to modern day news by attempting to convey stories from a multicultural perspective.

Over the last two years, Salam a Blues supporter, has been fortunate enough to become a Diversity / Multicultural Ambassador as part of the AFL's multicultural program and has highlighted profiles of many significant players from different religions and backgrounds through her radio interviews.

Habir



Harbir Singh Kang came to Australia from India in 2003 and started broadcasting on the 3ZZZ Punjabi Youth program just two days after his arrival. Since then he's been a long and passionate volunteer with the radio station.

At an early age, Harbir loved sport and has been a Bulldogs supporter since 'forever'. He received a lifetime opportunity when he was able to commentate at the 2013 AFL Grand Final in his native Punjabi language.

Ever since then, Harbir has broadcast from many different locales and the MCG AFL Game Day on live TV. This experience intensified his love for footy and is now a dedicated AFL fan and one of the most experienced Multicultural AFL broadcast commentators. He would love nothing more than to see his favourite Bulldogs team win the premierships cup again, while he is commentating on Grand Final day!

Maximo



Maximo Perez-Torres is passionate about all things sport and presents a Spanish language show dedicated to the world of sport and has covered many international and domestic sporting events for his listeners like the Australian Formula 1 Grand Prix, Australian Open Tennis, International soccer, A-League and has had the

pleasure of interviewing many local and international sports stars.

Born in Spain, Maximo thinks it's a privilege to be able to do what he loves most in the "sporting capital of the world – Melbourne", where he can immerse himself in all his favourite sports like Cricket, Soccer, Rugby, Tennis, Boxing and of course AFL football. Maximo adds a wealth of sports broadcast experience and another strong link to the new NEMBC show's team.



Renu



Renu Tiwary is an avid 13 year volunteer with 3ZZZ in delivering the Hindi language program. She has a variety of interests that range from dancing, gardening, cooking and writing books. Renu has a keen interest in community events and has interviewed many people of varying backgrounds. She also operated a volunteer Indian community school for five years and organising major events.

Renu holds two masters degrees and has been working in data analytics with various companies. She looks forward to the opportunity of using her broadcasting commentator skills to deliver the footy and hopes to raise interest in Australian Rules Football within the Indian community.

Vanessa



Vanessa Gatica with a Bachelor in communications degree is originally from Mexico, having arrived in Australia on November 2015 with her Australian husband, a mad Geelong Cats supporter who introduced her to the AFL game and she has been hooked ever since.

Vanessa was fortunate enough to meet the Western Bulldogs players and has been a fan of the Doggies since. She has also covered the Aussie Rules Harmony Cup, promoting the Spanish speaking teams. Vanessa broadcasts two 3ZZZ Spanish speaking programs, one of which is a sports program. She has a vast experience in all forms of media and is looking forward to the opportunity to call AFL games to the Spanish speaking communities of Australia. Go

Ahmed



Ahmed Osman was born and raised in the Sudan where he graduated in media and public relations from Sudan University. After arriving in Australia in 2005, it wasn't long after that he graduated in Audio-visual Technology from RMIT. He has been hosting the Sudanese radio show on 3ZZZ for a number a years and has been an active

volunteer with the station in other areas as well. Ahmed comes with an extensive repertoire including working as a TV News anchor in the Middle East.

He is passionate about sports especially AFL footy. Ahmed says "I live in Carlton and I support Carlton!" Despite his busy schedule he never misses an opportunity to watch the mighty Blues in action and hopes to see them premiers in the not too distant future.

Barney



Barney Yu Xia came to Australia from China in 2012 and has been broadcasting 3ZZZ's Mandarin program for four years. He found a calling and passion in media devoting himself to community TV and Radio. Barney is a big fan of sports and has over the years developed a love for Australian Rules football even though he had not come across it before his arrival in Australia.

His journey to becoming a hard core footy fan started when he was a camera operator for live footy games in the EDFL and the Reclink Community Cup. Once exposed to the AFL product his interest intensified for the sport and would often join his friends on the footy field polishing his skills. A Bulldogs fan because he is impressed by their spirit of never giving up, Barney is set to spread the sprit through his broadcasts by inviting more Mandarin speakers to enjoy the game as much as he does.

Agnes



Agnes Lu migrated to Australia from China in 2009 and only recently began her participation in radio production by making a number of announcements and commercials both in Cantonese and Mandarin for a number of radio stations and agencies around Australia.

Agnes a keen follower of Arts and Music wouldn't consider herself to be a huge sports fan, but has had one eye on Australian Rules Football ever since she encountered it for the first time in Australia. As a result, Agnes has been a keen follower of Tiger's captain Trent Cotchin and welcomes the chance to be involved with the NEMBC, 3ZZZ and AFL as a podcaster and commentator.

Fiv Antoniou

Operations Officer NEMBC

Contributions: Gabriel D'Angelo 3ZZZ

Nadine Rabah

AFL

Brisbane's 4EB coverage of the Australian Sikh Games 2017 goes global

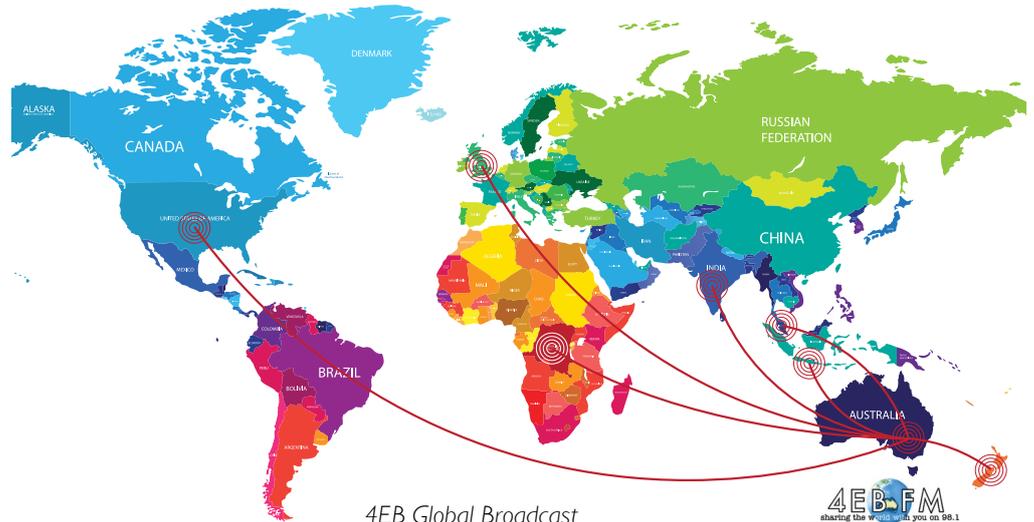
This is a sensational project because it shows the dedication and the power of Ethnic community roadcasting – think local and broadcast global! Ethnic community broadcasting is so powerful it can broadcast in localised friendly voices and at the same time connect to diaspora around the world. **That's unique to ethnic community broadcasting!**

During the Easter weekend this year, a group of Radio 4EB volunteers drove the station's Outside Broadcast (OB) van more than 2000 kilometres and 25 hours from Brisbane QLD to Adelaide, SA to cover the Australian Sikh Games 2017.

The Australian Sikh Games are the biggest and most important sporting and cultural event for the Sikh Community of Australia. They are held every year in major cities across Australia and they hold a key significance for the Australian Sikh Community. This year, the 30th round of these games were held at Adelaide (SA), over the Easter weekend, from 14th to 16th of April 2017.

During the 3 days, about 45,000 people attended the event to enjoy the food, the celebrations and a wide array of traditional Indian and Australian sports and related events. The Games attracted athletes and spectators from around Australia and other countries including New Zealand, Singapore, Malaysia, Indonesia, UK and Canada.

The event not only brought together people with a passion for their sport but also represented an occasion for the wider community to celebrate its unique cultural identity, as Sikhs and as Australians.



4EB Global Broadcast

Volunteers from the Punjabi groups of Radio 4EB multilingual radio drove all the way to the games, in order to cover these games for 3 days on the 4EB's Digital channel, GLOBAL, to a worldwide audience.

This outside broadcast exercise was a major accomplishment for 4EB as it was in line with 4EB's goals of covering cultural events, and giving voice to every ethnic community, including the Sikh community of Australia. During the 3-day broadcast of the games, 4EB crew received many different phone calls from around the world regarding the games and for phone interviews – countries like India, Canada, New Zealand, and even one phone call from the Republic of Congo. At the same time this broadcast helped Radio 4EB to be recognised further on a national level.



[L–R] Bitto Dhillon (Radio 4EB), Ajaypal Singh (Radio 4EB), Satpal Singh Kooner (Business Partner), Rashpal Hayer, Ranjit Singh Khaira (sports commentator), Daljit Singh (radio 4EB), Harmeet Singh (radio 4EB), Gursevak Singh (radio 4EB)

By having the crew at the games, there was also opportunity there for on-site interviews with general public, sport stars and leaders of the Sikh community in Australia. 4EB with this Outside Broadcast exercise could connect to people all over the country, and not just in Brisbane – where its usual target is.

In addition to these, having the mobile studio on site provided a good opportunity for people to get to know the basics of how a radio station works, as they engaged with 4EB broadcast team and learned more about 4EB as one of Australia's major community ethnic radio stations. Such advantages would not have been possible via traditional in-studio programs.

By covering such major event through outside broadcast and with the 4EB mobile studio, many different listeners could feel connected with the games and the atmosphere of the event, even if they could not attend the event for various reason (distance, job, other commitments, etc.).

The coverage and broadcast of these games for 3 day and 8 hours a day straight for each day, live through the GLOBAL digital channel of Radio 4EB, meant that listeners from all over the world could feel the atmosphere, get the know the vibe, listen to the commentary of the games, find out about the results instantly, and also hear from some of the community leaders and sports stars.

At these games, every single club from Punjabi and Sikh community club of Australia made an attendance and had their representatives there, and therefore 4EB could connect with all of these clubs, and therefore Sikh and Punjabi community of Australia on a different level.

For these games 4EB had been planning for a nearly one year in advance and accordingly it reached its main objective of broadcasting for the community in a professional and entertaining manner.

The arrangements for this outside broadcast started months before the games and discussions with management of the station, took place regarding travel to Adelaide and use of 4EB outside broadcast van. Other programming groups of 4EB also had to dedicate their broadcast time during those 3 days for the time of coverage of the games, therefore, clear communication with these multiple groups had to be made in advance. Other language groups of 4EB were very cooperative in this matter and convenors



[L-R] Jagjit, Daljit Singh, Jagjit Singh Khosa

of these groups communicated the matter to their broadcasting members and producers.

The coverage of the Australian Sikh Games 2017 also had a positive result for the brand and public profile of Radio 4EB across the country, and received a major recognition from the organising body of the games, Australian National Sikh Sports and Cultural Council (ANSSACC). As per the acknowledgment letter from the President of the Australian National Sikh Sports and Cultural Council, Amandeep Singh Sidhu, almost all Sikh community of Australia and New Zealand connected with this event through 4EB's broadcast.



[L-R] Amandeep Singh Sindhu (President "ANSACC" and owner director radio 'HARMAN'), Gursevak Singh, Ajaypal Singh (radio 4EB), Ranjodh Singh (radio 'Hanji Melbourne')

As a result of this broadcast, and the great work of 4EB producers and broadcaster, the ANSSACC has announced Radio 4EB as the official media partner of the games for next year, which are going to be held in Sydney.

4EB also received a great feedback from the community. All relevant community members have been highly appreciative of the arrangements that were made by its volunteers in order to make this coverage happen.

Behrooz Farahnakian
Acting Manager 4EB

The NEMBC are thrilled to announce nominations are now open for the NEMBC Broadcasting Awards.

These awards recognise ethnic and multicultural broadcasters and their radio stations which:

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

Station of the Year

The station that has been able to highlight ethnic and multicultural community issue(s) within their community.

Your application will be judged on

1. The station has a clear strategic plan and vision.
2. The station regularly undertakes activities raising awareness of the ethnic community broadcasting sector.
3. Proven dedication to promoting and encouraging practices supporting different cultures, in all aspects of station activities.
4. The station is dedicated to programming that services community needs.
5. Station management is dedicated to progressive, responsible and transparent governance which contributes to its sustainability.
6. The station operates within the principles of community broadcasting.

Innovative Program of the Year

For the ethnic program that showcases the most innovative content and program making.

Your application will be judged on:

1. The program covers issues that are underrepresented in mainstream media.
2. Program content is interesting and relevant.
3. Takes a creative and innovative approach to content making for broadcast purposes.
4. The program is of high technical quality.
5. The program creates content displaying a thorough understanding of target audience.

Volunteer Contribution of the Year

For the volunteer who has made an outstanding contribution to their station.

Your application will be judged on:

1. Proven contribution to a community radio station in a volunteer capacity.
2. Demonstrated guidance, effectiveness and dedication to community engagement.
3. The volunteer has made a positive contribution to station culture and the effectiveness of the station in carrying out its vision.

Women's presenter of the year

Recognising a female ethnic broadcaster who produces a radio program with a women's focus who has made an outstanding contribution to ethnic community broadcasting

Your application will be judged on:

1. Proven contribution to the community broadcasting sector as a female presenter of a program broadcast on community radio
2. Proven establishment of an audience and listenership with proven ability to engage the wider community
3. Presents a regular program on community that show qualities of good research, relevant and topical issues, understanding of your listeners, provides a relevant information and community awareness and support for the community

Youth Presenter of the Year

Recognising a young presenter aged between 15–30 years who produces a radio program with a youth focus and who has made an outstanding contribution to ethnic community broadcasting

Your application will be judged on:

1. Proven contribution to the community broadcasting sector as a youth presenter of a program broadcast on community radio
2. Proven establishment of an audience and listenership with proven ability to engage the wider community
3. Presents a regular program on community radio that show qualities of good research, relevant and topical issues, understanding of your listeners, provide relevant information, community awareness and support for the community

Tony Manicaros Project Award

The Tony Manicaros Award will fund up to \$2,000 for an innovative project which utilises, extends or develops opportunities in ethnic community radio broadcasting.

The Tony Manicaros grant is open all year round to any NEMBC member program, so you can forward an application at a time that suits your project.

Eligibility

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

Deadline

All award applications must be received by 5pm, Monday 4 September.

Enquiries

Nomination forms are available on our website www.nembc.org.au Please read the terms and conditions carefully before nominating.

Contact by email projectofficer@nembc.org.au or (03) 9486 9549 if you require more information.



Would you like \$2000 to fund your project?

Got a great idea for your station?
For your program?
For your community?

The Tony Manicaros Grant supports program content, events, training, archiving or other projects that benefit ethnic community broadcasting.

Almost anything is possible.



The grant is open to ethnic and multicultural community broadcasters, program groups and stations from across Australia to make their project idea a reality. The most innovative and significant project will win national recognition and be given an award at the NEMBC Annual Conference.

The grant is open all year round so you can make an application at any time that suits your project.

Generously funded by 4EB, 5EBI and 3ZZZ with support from the NEMBC, the grant remembers the achievements of Tony Manicaros, the NEMBC's first president and a champion of ethnic community broadcasting at station, state and national levels.

Apply any time!

Download the grant guidelines and application form from the NEMBC website
www.nembc.org.au

Any questions? Email admin@nembc.org.au or phone 03 9486 9549.

National Conference in Canberra

We extend a warm welcome to attend the NEMBC National Conference in Canberra from 24 to the 26 November at the Novotel Canberra on 65 Northbourne Avenue.

The conference is hosted by ICMS Canberra's full time Ethnic community radio station.

The NEMBC annual conference is a unique conference representing thousands of ethnic community broadcasters. The event brings together government representatives, community leaders, academics, multicultural organisations, radio station managers and broadcasters from across Australia. This is an opportunity for ethnic community broadcasters and multicultural organisations to network, discuss and debate key issues that relate to community broadcasting, the media and multicultural policies.

Youth Media Conference

Our conference begins on Friday 24 November with the Youth Media Conference, the only event of its kind in Australia bringing together young community radio broadcasters, media producers, community leaders and organisations from a diverse range of multicultural backgrounds. These young people are Australia's leading network of up and coming media makers and are the faces that can with much inspiration shape Australia's radio journalist landscape over the next twenty years.

Main Conference

The main Conference is on the 25 November starting at 9am and with keynote presentations followed by some main plenaries and an afternoon of workshop sessions.

Friday evening Civic Reception

There is a planned welcome Reception to be held at the Novotel on Friday evening after the Youth Media Conference at 6.30pm for all those guests can mingle and find time to catch up. Canberra state representative and dignitaries will speak at the reception night.

Please stay tuned and when you register for the conference you will receive more details.

Gala Dinner

The Gala Dinner will be held in the Novotel Canberra on Saturday 25 November.

At the Gala Dinner the National Ethnic and Multicultural Broadcasters' Council (NEMBC) will announce the winners of the broadcasting Awards to recognise excellence in ethnic and multicultural community broadcasting. The Award categories are:

- Innovative Program of the Year
- Volunteer Contribution of the Year
- Radio Station of the Year
- Tony Manicaros Award – grants up to \$2,000
- The Women's Presenter of the year
- The Youth Presenter of the Year

Sunday AGM

The NEMBC Annual General Meeting will be held on Sunday 26 November at 9 am. This year is an election year so please make sure your membership fees are paid and voting delegates appointed prior to the AGM. There can be motions sent prior to the AGM and the Conference often produces motions.

There will be elections for the;

President

- Vice President
- Executive Committee Members
- Women's Committee
- Youth Committee
- Ethnic Grants Advisory Committee

Theme

The theme for the conference is "Your Voice, Your Action, Our Change". This conference is a call to find your voice, inspire yourself to action and create the kind of change you want to see.

Your voice: could mean a radio program, a position in the community, things written and shared on social media. It's meant as a general term for the way we "communicate" with our "voice".

Your action: The things we do to effect and create change on a big and small scale.

Our change: Both of the above things combined, create "our change" which means shifting attitudes, changing perceptions, confronting stereotypes and effecting change for "the greater good" of a socially inclusive society.

The idea of voice, action and change needs to be seen in the context of the wider global situation where social cohesion is being eroded as society becomes more polarised and multiculturalism and diversity is often under attack. In the past many racist comments were seen as being on the fringe but now extreme hateful views are becoming part of the mainstream public discourse. It is not only the rise of 'right-wing brigades' and politicians such as Trump and Hanson but sections of the media have been



very outspoken and have moved extremist racist views into the mainstream discussion.

As we know ethnic community broadcasting is an essential part of the media landscape in Australia and offers a major contribution to building social cohesion and strengthening multiculturalism. So how does ethnic and multicultural community broadcasting use it's voice, find its action and think about change in the present climate?

Program Outline

Official Opening

The NEMBC conference will be opened by prominent politicians from the Coalition, Labor and the Greens. Invited to the official opening are Minister for Communications the Hon Mitch Fifield, Shadow Minister for Communications Hon Michelle Rowland, Assistant Multicultural Affairs Minister Hon Zed Seselja, Shadow Minister for Citizenship and Multicultural Australia Hon Tony Burke MP, Senator Richard Di Natale Leader of the Australian Greens and the ACT Minister for Multicultural Affairs Rachel Stephen-Smith, MLA.

Conference Keynote Speaker



*Emeritus Professor
Gillian Triggs*

The NEMBC is pleased to have as the Conference keynote speaker Professor Gillian former President Australian Human Rights Commission. The Prime Minister Malcolm Turnbull has also been asked to be a keynote presenter and we will hear from Mr Turnbull's office closer to the conference.

Emeritus Professor Gillian Triggs recently took up the position of Vice Chancellor's Fellow at the University

of Melbourne, following the completion of her five year term as the President of the Australian Human Rights Commission. Prior to that, she was Dean of the Faculty of Law and Challis Professor of International Law at the University of Sydney from 2007–12 and Director of the British Institute of International and Comparative Law from 2005–7. She is a former Barrister and a Governor of the College of Law.

Professor Triggs has combined an academic career with international commercial legal practice and has advised the Australian and other governments and international organisations on international legal and trade disputes. She is the author of many books and papers on international law, including *International Law, Contemporary Principles and Practices (2nd Ed, 2011)*.

Plenary, Panel and Workshop Sessions

The NEMBC conference will feature plenary panel sessions on pertinent issues in relation to multiculturalism, the media and our sector. The Saturday morning Plenary Sessions will be about the Conference theme.

Planned Workshop Sessions

We will develop and fine tune these planned workshop sessions and will provide more detail on our website closer to the conference. This year a more detailed program will be sent to you months before the conference. If you have any ideas or would like to contribute to a session at the conference contact the NEMBC Secretariat.

Enablers of Technology: This session will cover everything technology that you need to improve your reach with a focus on social media, webinars and better online communication. This is also a workshop to feedback to the NEMBC on what your technology needs you have, if your station is not meeting your technology needs what can the NEMBC do. How can technology act to help Your Voice, Your Action and Our Change?

Regional Stations and They Are Important – this a permanent fixture to our conference and hope to encourage regional stations close to the ACT to come and tell their story about what's happening at their station and how their Voice and Change can become our ACTION.

Why Become a Reporter and not only a Broadcaster: Being a journalist or a reporter is a dirty word in the Ethnic community broadcasting sector but why? In reality many Ethnic radio presenters are indeed by default radio journalists. The partnership with AFL, NEMBC and 3ZZZ is training radio broadcasting in sports reporting and its a new step forward but why stop there why not the Arts, Fashion or advocacy. Whatever your radio topic of passion, learn how to sell your program to listeners while also creating programs that sponsors would like to invest in. The NEMBC is reaching out and engaging Ethnic community broadcasters to get out of their comfort zones and become a media accredited NEMBC A-Champions.

Generational Change: This is a big issue because every station encourages young people to be involved at the station but what are the barriers for young people joining and staying involved. In this session we will also talk about what happens to young people once they turn 30 years of age and if they are able to transition into a regular program and what happens to them. In this session hear from young people about what they want out of community radio, and their ideas for the longevity of their contributions to community radio stations, learn ways to encourage people to become more involved at your station and help to develop ways to retain valuable volunteers at your station.

National Conference in Canberra



An Amazing Mindframe session will challenge our comfort zones: The Ethnic community broadcasting sector is extremely culturally sensitive and doesn't report on suicide, but should we be respectful and discuss these issues? That's a big question? Research suggests that whilst many migrants arrive in Australia with good mental health, their mental health tends to deteriorate after the first 12 months spent in Australia. This is often linked to the stressful process of acculturation, language and social difficulties and difficulties in finding employment. Between 2001 and 2010 persons born outside of Australia accounted for 25.1% of all nationally recorded suicide deaths. Presenters at this session are: Jennifer Howard, Brydie Jameson, Hunter Institute of Mental Health, Frank Quinlan, CEO, Mental Health Australia and Representative Transcultural Mental Health NSW.

Grants and \$\$\$\$: The Community Broadcasting Foundation (CBF) is an important permanent fixture to the Conference and over the last two years has created some lively discussion. We would be interested to hear how the new Round of CBF grants went for you and your station.

Let's Think About Programing: How to liven up breakfast time, Friday evening or any prime-time? Normally breakfast time is prime-time listening but how do community stations with ethnic or multicultural programs use this time for exposure? It may be that major languages can have a morning or prime time slot at least once a week, where broadcast diversity has the potential to attract five times the listenership compared to a single language using prime time 5 days a week – or it's not that important and does Multicultural radio need to conform to mainstream programing? In conforming to mainstream prime time topical broadcast content can create additional revenue / sponsorship streams for both programs and stations. These are complex issues and this session is a work in progress.

Conference Registration

See the registration forms and details on our website. Forms can be filled out online. Payment can be made to the NEMBC by PayPal while completing registration, cheque, money order or direct bank transfer.

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 percent of the cost of a return economy/budget airfare for up to three delegates approved by the station, provided at least one of the delegates is aged under 30, a woman, or from a new and emerging community. All delegates need to be broadcasters with member programs.

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 upon presentation of receipts to the NEMBC Secretariat.

Venue and Accommodation



Novotel Canberra

65 Northbourne Ave Canberra, ACT 2600
Australia +61 2 6245 5000

Conveniently located close to the city centre, Novotel provides

- Secured Parking Online Check-in
- Accessibility for people with reduced mobility
- Indoor heated pool
- Accommodation Option

Novotel Canberra – Conference Venue

Ph: (02) 6245 5000

Booking Code: NEM241117

Rate: \$180.00 subject to availability

Other Accommodation nearby

- Quest Canberra
- Waldorf Canberra Apartment Hotel
- Avenue Hotel Canberra
- QT Canberra
- Mantra on Northbourne
- Accommodate Canberra

Feedback

There will be a feedback forms in the conference bag and we would appreciate if you fill it out and return it to the conference organisers. This will assist us for future conference planning and ensure that the NEMBC is meeting your needs.

Sponsored by:





eChamps make the NEMBC conference go live on social media, a blog, video and twitter. Come to the NEMBC conference in Canberra and learn new reporting skills and work with a bunch of inspiring people.

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 2017 NEMBC Youth Media Conference and NEMBC National Conference Novotel Canberra

WHEN

Training will take place on Thursday 23 November. Then the live broadcasting on Friday, 24 November and Saturday, 25 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!

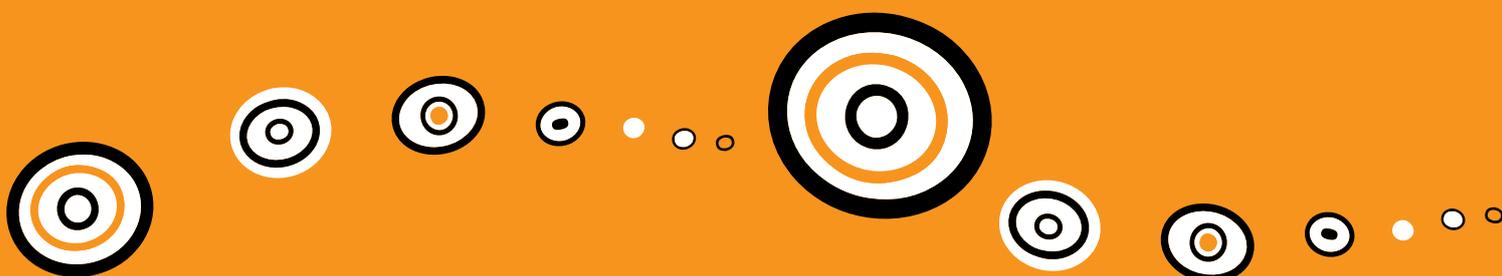
WHAT'S IN IT FOR YOUR STATION?

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





The 2017 NEMBC Youth Media conference in Canberra aims to bridge the gap between decision makers and get youth voices heard by empowering young people with the tools they need to get their messages to the ears of those who can make change.

The main theme for this year's NEMBC Youth Media Conference is 'your voice, your action, our change'. This conference is a call to find your voice, inspire yourself to action and create the kind of change you want to see.

With the help of industry experts and youth advocates, we'll conduct a panel discussion on the issues young people want to hear and how get them to the ears of people who make decisions. This is a great chance for people to ask questions, through a Q & A session following the panel. The NEMBC wants to hear what is burning the lips of young people who play an active role in their communities.

The 2017 Radioactive Youth Media Conference program includes a variety of sessions covering networking, talks sessions on topics such as getting a job in social media, internships and journalistic integrity in the digital age.

This year's focus is on everything digital, content making, promoting yourself and ethical journalism.

Receive coaching from industry professionals making their mark in the areas of media, technology, politics and social change.

Active learning through workshops will provide young people with skills training in media literacy, production and career advice.

This year's event is a must for those studying or interested in the media, as well as people involved in the youth and multicultural sector.

We are pleased to announce our Keynote Speaker:

Alpha Cheng is a passionate teacher from Canberra, who advocates for acceptance and tolerance. His father was killed by an extremist and despite this suffering, Alpha speaks out on fairness and equality issues. Alpha believes Australia can be a better place when we all respect our rich diversity of cultures.



Alpha Cheng

On the day we'll be covering:

- Networking – how to guarantee you don't miss an opportunity when it comes to finding a job in the media,
- Careers and training in community radio: how to get more involved at your community radio station. We also want to know the barriers that stop you from continuing to broadcast as you get older, so come and share ideas and talk to other young people from around Australia,
- A Q&A Panel on taking youth issues to people who can make change will teach you all you need to know about getting your voice heard,
- How to make media for different platforms; and
- Hear all about getting a job in social media, digital privacy, internships, media gurus and journalism ethics in our lightning sessions.

More program announcements coming soon on our website www.nembc.org.au

Getting there

Live interstate and want to attend the conference? The NEMBC is here to help.

We are offering travel subsidies for those who live outside of Canberra. These subsidies will help cover a budget return air or rail ticket, as well as petrol costs but do not cover accommodation expenses. Fill in the form on our website www.nembc.org.au

Applications close Thursday 20th October 2017.

Getting to the conference

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

If you're in rural New South Wales and the ACT:

Train services depart regional areas for Canberra.

Greyhound coaches travel to Canberra from many rural areas in New South Wales and the ACT.

Form a group of broadcasters from your station together and car pool.

If you live interstate:

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

Tara Egan
Project Officer, NEMBC

When I came to Australia as a young Iraqi refugee from Syria, I was eager to hit the ground running and get involved with every opportunity I had. I wanted to make my parents proud and I wanted to make the most of this golden once in a life time opportunity. I wanted to give back and contribute to the community that welcomed my family and I in our new country, and create a positive narrative about young refugees.

I have lived in countries like Iraq, Iran and Syria, and I have firsthand experienced what it means not to have a voice, especially as a displaced young refugee.

The democracy that we enjoy here in Australia is truly our most precious asset and the envy to many around the world. Many do not truly appreciate the freedom and opportunities that they have, because they do not know what it means not to have them. It is important that we reflect on, and acknowledge our privileges, and do not take them for granted.

Growing up I saw my father's struggle and fight for freedom and democracy for his country which has been destroyed by a ruthless regime. I have admired his sense of patience, advocacy, and struggle for the greater cause. He himself was a young activist and as a result lost twelve members of his family and relatives to the regime. I, like my father, have grown to be an advocate for issues that are important to me and issues that are dear to my heart.

I believe that young people from culturally diverse backgrounds, are amongst the most resilient people, and should speak up and actively participate in national debates, especially around topics such as citizenship, threat of terrorism, religious and cultural freedom, and social justice. Often these people are affected most by these national debates, yet they have the least say in them and are often shut out. This is due to the fear of negative attacks towards them, especially online.

It is incredibly important for these young people to be supported, encouraged, and trained, to speak up and learn to never apologise for taking their space. This is our struggle for freedom and equality in Australia. Every day we fight racism, islamophobia, and attacks on minority groups, and this is being called out more often and stories of those who are affected by this are incredibly important. This is to ensure we end the fight and bring about positive change that unites us as a nation and puts an end to subtle racism and bigotry. Young people bring about the change and are the change.

Young people can be empowered to speak when they see positive role models who share personal experiences, and stay away from engaging in slanging match online. Others can help by creating the space, giving up the stage to those who we need to hear more often from, and reiterate the



Mohammad Al-Khafaji with the microphone speaking at the Youth Media Conference in Sydney

importance of their voice in this space. This means giving up privilege.

Those who have worked hard before us to pave the way and allowed us to have these conversations now have paid a price, and they should be commended for their bravery, courage, and resilience. Many of those people are wonderful ambassadors of Welcome to Australia and have participated in Walk Together events across the country for the past five years.

Walk Together is Welcome to Australia's annual national celebration of Australia's diversity, designed as a tangible expression of the welcoming, fair and compassionate society we are committed to building. Faced with unjust policies towards people seeking asylum, it is more important than ever for us to amplify the values of compassion and welcome.

Building on the success of the past, we hope to coordinate these events in as many as 30 cities and regional centres in Australia. In 2017, we will be walking together in the name of freedom. The freedom to belong. The freedom to be yourself and the freedom to hope.

I invite you, your communities, and your cities to join us on Saturday 21 October across the nation, to walk together, side by side, to make a stand, and celebrate our wonderful diverse and inclusive multicultural Australia. Freedom is worth fighting for.

www.welcometoaustralia.org.au facebook:
welcometoaustralia

Mohammad Al-Khafaji
Welcome to Australia's CEO

The Welcome Centre is a safe space (an 1898 building in Bowden, Adelaide) for refugee families, people seeking asylum and new arrivals to come together to access essential needs and social services. It is also a space where every day Australians are given a place to interact and build authentic relationships with new arrivals.

The Welcome Centre started organically in 2013 when a group of asylum seekers and volunteers of Welcome to Australia came together to participate in social activities, to forget about the hardships of living with uncertainty of temporary visas and to create positive change in their communities.

The Welcome Centre is an initiative of Welcome to Australia and relies heavily on the generosity of the community, sponsors, and regular donors who believe in the important work of the Welcome Centre in helping new arrivals, and changing the conversation. The Welcome Centre is currently sponsored by Lipman Karas, Anglicare SA and a Communities for Children Partnership with Uniting Care Wesley Port Adelaide.

We provide support through programs such as:

- English Classes
- Chai and Conversation English practice
- Emergency Relief
- Fortnightly Community Dinners



Mem Fox attended a community dinner and signed numerous copies of her book



Adelaide United gave The Welcome Centre 25 free tickets to attend an A League game

- A Pantry with Food Donations
- Free Internet Café
- Connect Mentoring Program
- School Holiday Programs
- Volunteer Opportunities
- Special Events for Refugee and Asylum seekers (Picnics and Gardening in Spring)
- Friendship and Welcome

The Welcome Centre works closely with service providers across Adelaide to assist where we can and through referral of clients. All of this is coordinated by a part time Centre Manager and a team of dedicated and generous volunteers. Referrals are received via our website www.welcometoaustralia.org.au/the-welcome-centre/#referralform as are donations www.welcometoaustralia.org.au – look for the **red button**



A food night at the Centre

Become a Champion of Ethnic Community Broadcasting

Become a Champion of Ethnic Community Broadcasting – be a Media Representative for the NEMBC and extend your reach to a national level.

The NEMBC is open to receive applications from ethnic community broadcasters to become an A Champ to cover local news, issues and events and share their stories/reports on a national level to hundreds and thousands of national listeners through the presentation of news, talk-back and sports radio, in any ethno-specific language(s).

The first aChamps to work with the NEMBC are 3ZZZ reporters for the AFL.

A Champs accredited by the NEMBC will find it easier to obtain media accreditation from major sporting, arts and social event producers – First NEMBC intake shall provide accreditation for a minimum of 20 A Champs. To apply go to the NEMBC website.

What is required to become a Champion:

- Trained in basic broadcasting and/or radio/ print media journalism
- Personal identification (drivers licence or passport)
- Supply a passport photo of themselves (used on identity pass)
- Support document (letter) from the applicants radio station manager
- Be selected by the NEMBC to become A Champs
- Enthusiastic and ready to cover breaking news / event stories in their local area

Material that A Champs produce shall be networked and distributed nationally by the NEMBC which in turn shall promote the NEMBC's marketing / branding image as well as the profile of local multicultural radio stations.

An AChamp will produce material in the following formats:

- Audio / MP3
- Text / Word format
- On-line
- Website content
- Facebook,
- Twitter and
- Other digital mediums.

The NEMBC can also call on A Champ assistance for various NEMBC advocacy campaigns and dissemination of information and promotion of the NEMBC and ethnic community broadcasting issues.

Fee:

A one off fee of \$5 shall be charged to each accredited A Champ to cover the NEMBC's in-house design and production of the laminated and numbered MEDIA ACCREDITATION photo identity pass and lanyard.

For more information contact NEMBC via our website or ring 03 9486 9549.



Russell Anderson
Executive Officer NEMBC



Photo: Fr L: Harbir Singh Kang, Gabriel D'Angelo, Vanessa Gatica, Renu Tiwary and Maximo Perez-Torres.



Broadcaster at Voice FM in Ballarat Charles Zang gets official apology to the Chinese community

During the 1850s gold rush, in a racially motivated move, the Colony of Victoria introduced a £10 per person tax on Chinese people arriving at Victorian ports. £10 was far more than most people could afford, so ships' captains offloaded their Chinese passengers in neighbouring colonies.

These passengers would then walk over 500 kilometres to the Victorian goldfields. It is believed that the first such walk occurred in early 1857. Robe, in South Australia, was the preferred starting point, with thousands of Chinese making the arduous journey across what was then mostly trackless south-eastern South Australia and south-western Victoria. In late 2013, Voice FM's Charles Zang and his son Oscar walked from Robe to Ballarat.

Their intention was to personally acknowledge the walk made by many Chinese immigrants during the gold rush era. They had no idea that, less than four years later, it would lead to an official apology to the Chinese community. This year, which is the Australia China Year of Tourism, the Chinese Community Council of Australia (Vic) decided to re-enact the walk. A group of 15–20 walkers (including Charles) left Robe on Saturday 16 May, calling at key points along the way and arriving in Ballarat on Saturday 20 May.

In contrast to the late 1800s, the walkers were supported by Rotary Clubs and other local

99.9 Voice FM

Volunteers' Voice

VOICE FM VOLUNTEERS' NEWSLETTER NUMBER 23, JULY 2017



Premier Daniel Andrews with Charles Zang following the Premier's apology to Victoria's Chinese community. Photo: AAP

Charles walks to a state apology

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After resting in Ballarat, the group then continued to Parliament House in Melbourne, where they arrived on Thursday 25 May. In welcoming them, Victorian Premier Daniel Andrews made an official apology to the Chinese community for the tax that had been levied only on Chinese arriving at Victorian ports.

Multicultural Minister Robin Scott said Victoria would never forget the suffering and discrimination perpetuated against the Chinese migrants. "We will make sure it never happens to another group of Victorians again," he said.



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30th Anniversary Radio 4EB Tamil Program

The Tamil Language Group of Radio 4EB is known as “Tamil-Oli” celebrated their 30th Anniversary of “Tamil-Oli” Program on 17th of June with a range of programs including 30th anniversary book release and cultural performances. This is a remarkable breakthrough and represents a great level of dedications from all of Tamil volunteer members since Tamil-Oli program was launched on air, in 1986. Special thanks to 4EB broadcasting for giving the opportunity and providing the right platform to grow the multiculturalism and various languages.

This celebration was held at the Cannon Hill Christian College Auditorium on the day (17th of June) from 5.30pm to 7.30pm with 460+ spectators. “Oliyum Tamil-Oli” was the theme of the massive milestone event. The main intention of the program is to thank and appreciate the great efforts of the people who started the Tamil broadcasting 30 years ago, nevertheless it is very important to continue the great efforts without any break through all these years, to congratulate each one of them in the past and in the present who have contributed to bring the Tamil-Oli to the successful level as today. In a nutshell, the event was an evening filled with festivities that brought together better community engagement and provided opportunity to develop community harmony, networks with ethnic and non-ethnic members from our community.

Our broadcast time slots are on FM98.1 : Friday 4pm to 5pm and on Sunday 9pm to 10pm. And on Digital (GLOBAL) the broadcast slots are all days except Tuesday and Thursday from 7PM-8PM. Our broadcast quality and popularity of the Tamil-Oli program is supported by the listening hours on demand being significantly larger than any other 50+ community groups broadcast via Radio4EB. From the data obtained from Radio4EB, currently Tamil-

Oli is holding the top place in Global (No#1 Digital) and within top ten places of the FM98.1(6th place) broadcasted by Radio 4EB in May 2017. These achievements are testimony to the quality of the programs and the dedicated volunteer team whose efforts should not go without acknowledgement. The volunteers’ contribution apart from all the family and work commitments is very much appreciated. It is important that the cultural heritage of the Tamil language is preserved through this broadcasting.

Few of the committee members of 1986 Tamil-Oli and founding members were present in the event to acknowledge the achievement of the past 30 years and Mr. Ratnam Kandasamy, who was the convenor of 1986 Tamil-Oli delivered a speech. The chief guest of the function was Mr. Peter Russo (Sunnybank MP) delivered his excellent speech congratulating Tamil community and he has provided his support for the growth of the Tamil language. Radio4EB committee members, staff and board of directors were took part in our 30th anniversary celebration.

Tamil-Oli’s 30th anniversary celebration was supported by the Lord Mayor’s Suburban Fund, sponsorship from organisations, individuals and political leaders along with the media supports and Best Wishes from various community organisations. The cultural performances performed by various organisations, individuals, dance and music schools were extraordinary, the audiences enjoyed every moment of the performances.

On behalf of the management committee and the event organising committee, the convenor of 4EB Tamil-Oli Mrs. Remadevi Dhanasekar thanked every one of them for their support to make this event a grand success.

Mr. Siva Kailasam
Organising Committee Member Tamil Program



Speaking the right language across New South Wales, Queensland and Victoria

The Ethnic Communities Council of New South Wales welcomes the Australian Government's announcement to provide 2-year funding for the "Speak My Language" program to be funded under the recent Dementia Aged Care Choices funding round.

The Australian Government has released \$34 million in funding grants to support innovation in dementia care and other aged care services. Aged Care Minister Ken Wyatt said the grants would help the aged care system to meet the challenges ahead.

"The projects to be funded are cutting-edge and will strengthen the capacity of the aged care sector to respond to consumer-directed care and the challenges of dementia," Minister Wyatt said.

Peter Doukas, Chairperson of the Ethnic Communities Council of NSW welcomes the announcement. "The Speak My Language project will harness the strength and scope of community radio to deliver much needed information to the broader CALD community about the Commonwealths aged care system. The simple in-language conversations on-air will assist CALD communities to better understand the recent changes and make informed decisions about their health and wellbeing".

Mary Karras, CEO of ECCNSW is incredibly enthusiastic about the project and its potential. "This is a fantastic opportunity to work with both our SBS and NEMBC partners and the Ethnic Councils across the three states.

The program will deliver key messages which will reach our CALD communities in their very own homes through the power of community radio."

The project will include on-air discussions in over 25 languages across 80 community radio stations across the 3 states. It will also include several technological based solutions including live webinars, podcasts and interactive websites to link people to the right information.

"We look forward to working with our partners, ECC Queensland, ECC Victoria, SBS and NEMBC. Through "Speak My Language" we aim to work together to support older refugees, older migrants, and their families seeking the right aged care solutions" stated Mr Doukas. "All Australians, no matter what background or language they speak, deserve an aged care system that is responsive and meets the specific needs of our diverse communities. We are committed towards supporting government to build a system that is flexible and responsive to our most vulnerable members".

For Media enquiries, please contact:

Esther Lozano

Communications and Media Officer

www.eccnsw.org.au

Email: media@eccnsw.org.au

Mobile: 0431 843 084

A Sky News presenter told race discrimination commissioner to leave the country

A presenter on Sky News' Outsiders program has told Race Discrimination Commissioner Tim Soutphommasane to "hop on a plane and go back to Laos" after he pointed out the lack of cultural diversity in Australia's corporate and media sectors.



Sky News Presenter Rowan Dean

Yep, a white media commentator seriously responded to accusations of a racial imbalance in the media with Australia's unofficial national anthem: 'Go back to where you came from'. Rowan Dean, a regular Sky News commentator and editor of *The Spectator*, made the comments on Sunday.

Dean's attack on Soutphommasane appears to have been triggered by a Daily Mail rewrite of a report in *The Australian*, which itself was based on the Australian Human Rights Commission (AHRC) submission to a Senate inquiry on strengthening multiculturalism.

The Australian reported the story with the headline "Too many Anglo-Celtic faces running Australia: AHRC". This is how the Daily Mail headlined its rewrite, which featured on Dean's Sky News segment:

The actual AHRC submission cites a report released in 2016, in partnership with PwC Australia, Westpac, the University of Sydney Business School, and Telstra, that found "leaders with non-European cultural backgrounds comprised only 5 percent of ASX 200 CEOs, and 3.5 percent of federal parliamentarians, while accounting for over 10 percent of the general population."

The submission also noted a Screen Australia report that found "an underrepresentation of culturally diverse, non-Anglo-Celtic groups on Australian television."

Dean paraphrased the AHRC's submission by suggesting Soutphommasane was arguing "there are too many Anglo-Celtics in the Australian media and Australian businesses". He then went on to provide viewers with details of Soutphommasane's family background.

"Tim's family escaped from Laos via Paris and came and settled in Australia... and I'm sure they didn't mind coming to a country where Anglo-Celtics had died, given their lives, to create the peace loving culture that we have.

"Tim, if you don't like it, join Yassmin, hop on a plane and go back to Laos."

While Soutphommasane's family are originally from Laos, he was born in Montpellier, France. According to a 2012 profile Soutphommasane fled Laos in 1975 as refugees and lived in France for a decade before migrating to Australia, which Dean managed to reduce to 'they came to Australia via Paris'.

Australia's Public Debate On Race Is Deeply Broken

The issue isn't so much Dean's garbage attempt at getting his facts straight but more that we're even talking about Soutphommasane's family background at all. The AHRC's submission is a well-researched document that cites independent studies to point out that Australia's media, business and political landscape is still pretty damn white.

This shouldn't be controversial, it's pretty obvious to most people, and it's backed up by the stats. The fact that Dean chose to respond by telling Soutphommasane to leave the country is an enormously depressing reflection on the current state of Australia's discourse around race.

Are we seriously at a point where this kind of blatantly race-based attack is par for the course?

Anyone, but particularly people of colour, should be allowed to make an argument about the barriers to diversity without having second-rate, wannabe Fox News commentators using a national media platform to tell them to leave the country.

But sadly that's not where we're at. In fact, we're very, very far away from any kind of sense when it comes to talking about race.

Just last week we saw a major news network Ch 7 post a poll on Facebook asking whether Yassmin Abdel-Magied should leave the country.



Yassmin Abdel-Magied

Dean actually invoked Abdel-Magied's decision to leave Australia for London when told Soutphommasane to "join Yassmin".

We're at a point where writing a seven-word Facebook post is enough to warrant months of condemnation and public abuse, if you're a migrant Muslim woman, and endorsing a submission to a Senate inquiry on multiculturalism is enough to get you told to leave the country, if your family is from Laos.

But if you're the white media commentators hurling the abuse and condemnation, and making the demands for people to 'go back to where you came from'? Absolutely nothing. Compare the tens of thousands of words written in the aftermath of Abdel-Magied's Anzac Day post to the literally zero words written so far about Dean's attack on Soutphommasane.

Are we seriously at a point where this kind of blatantly race-based attack is so par for the course in Australia we just absorb it and move on? It seems like we are. What a pathetically sad situation.

Osman Faruqi
Journalist for Junkee

Article printed with permission from Junkee is Australia's smartest and most original pop culture title. Junkee goes beyond the headline to give young Australians a fresh take on what's going in their world. From movies to politics, TV to tech and everything in-between, Junkee covers a broad spectrum of topics from the things that really matter to the things that don't. politics.junkee.com

Why Australia is still asking the wrong questions about race



IT'S NOT A

RACE

“Canada – it’s just like Australia, right?”

That’s the sort of small talk I got all the time after moving to Melbourne from Vancouver.

Fair enough – but people weren’t very happy with my answers.

It turns out people weren’t asking because they wanted to hear how shocked I was by COON cheese in the supermarket, or a display of golliwog dolls in a prominent Melbourne shopping arcade.

Eventually I realised the problem.

People were seeking praise and positive reinforcement – “Australia is wonderful/beautiful/just like home” – and I was committing the social faux pas of answering their question with observations of difference.

But my experience as a newcomer to Australia couldn’t be separated from my lived experience.

I’d lived in four countries before moving here, and as a journalist and person of colour, I cannot ever recall a time in my life that I didn’t take note of difference – and my place within that context – as a matter of survival.

So, when the infamous *Hey Hey It’s Saturday blackface performance* happened in October 2009, not long after I’d arrived, you can imagine how those small talk conversations went.

I was struck not only by the fact that the incident had happened at all, but that the debate afterwards was over whether blackface itself is racist.

To my eyes, there was no other way to see it, but, based on the media coverage, that wasn’t the case for many Australians.

As other blackface incidents surfaced on social media in the intervening years, the same debate bubbled up.

In February 2016, Opals basketballer Alice Kunek posted a photo of herself on Instagram as a blackface Kanye West, for which she subsequently apologised.

Yet it was her teammate Liz Cambage, whose father is Nigerian, who *experienced online abuse for calling it out*.

“You know, I cop that all the time: ‘It’s just makeup,’” says NITV presenter Allan Clarke, who commented on the Kunek blackface controversy at the time.

“I have to think, well, if my grandfather or grandmother was watching that, it would be terribly painful. It’s a deeply complex feeling for myself, being Koori, and I’m sure for African Americans as well.”

A common defence of blackface in Australia is that it has a different history here than in the United States.

But that’s not entirely the case.

“Basically blackface was here within a couple of years of when it was created in the 1830s in the US, and it went on right up into the 1950s that you had blackface sketches,” says Maryrose Casey, an associate professor with the Monash Indigenous Studies Centre, who studies racialised performance.”

“It was particularly popular [from] about the 1850s, 1860s, up to the 1920s,” she says.



Beverley Wang (Photo credit Jeremy Story Carter)

“As a form of racialised caricature in Australia, when they performed on the goldfields they incorporated anti-Asian [views] because there was a lot of anti-Asian feeling on the goldfields.”

When incidents like these happen, or when someone is caught on tape racially abusing another person on public transportation – an event that happens with enough regularity that we now think of it as a specific category of racism – the inevitable question lurches into public conversation: is Australia racist?

This preoccupation is curious to me, and as part of my new podcast *It’s Not A Race*, I’ve been asking people what they think of it.

Because for me, that question misses the point.

Those who think Australia isn’t racist will always answer no. Those who think Australia is racist will always answer yes.

I doubt those sides will ever meet, and the conversation goes nowhere.

It’s also a maddening question, because at the same time that it provides cover for those in need of examining their beliefs, it also creates a noisy, hyper-charged environment that makes it very hard to do just that.

“It’s a question that we hear a lot, it’s almost a reflexive thing,” says ABC Indigenous Affairs editor, Stan Grant.

“The moment a racially tinged, racially motivated incident takes place, that question is front and centre.

“I prefer to ask the question: How are we racist, in what ways does racism express itself in Australia?”

That question seems apt, but what else could we be asking? Who should be doing the asking, and who gets to answer? That’s what I want to know.

Frank, fearless, sometimes funny – subscribe to *It’s Not A Race* via iTunes or the ABC Radio App.

Beverley Wang

Presenter *It’s Not A Race*

Ethnic community broadcasting receives positive exposure at Australia's largest media conference

Ethnic community broadcasting was well represented at one of the largest media and communications conference in Australia at the University of Sydney, in July. There was a special panel of presenters organised by the NEMBC on the first day of the conference. This panel gave good visibility to Ethnic community broadcasting in the academic field. Our members will benefit from his conference by the networking that occurred with other academics interested in Ethnic community broadcasting. As we know some of our best keynote presentations at the NEMBC conferences have comes from academics that specialise in language, culture and media.

The Australia & New Zealand Communication Association (ANZCA) Conference 2017 on the 4 to the 7 of July and was well attended by over 250 participants. The ANZCA Conference theme was: *Communication Worlds: Access, Voice, Diversity, Engagement*.

The NEMBC organised session was titled "Multicultural Broadcasting in Changing Times: Obstacles and Opportunities" and panellists and presentations were:

Dr John Budarick University of Adelaide: This presentation looks at the impact of policy on the role of ethnic media in society. In particular, the paper will think through some of the ways in which policies at various levels may have direct and indirect effects on the ability of ethnic media to communicate across cultural boundaries. Little work exists on role of media and migration policy in shaping ethnic media.

Dr Tanja Dreher University of Wollongong discussed the opportunities and challenges for community media in the context of 'digital disruption' and emerging partnerships between legacy media and new entrants. In particular, Tanja focused on new possibilities for amplifying diverse voices, the state retreat from funding for community media, and the trap of traineeships

Mr Russell Anderson, CEO NEMBC: Ethnic and multicultural community broadcasting is part of the third pillar of media in Australia with an extensive reach across the country. The presentation focused on how this localised community reporting builds an inclusive and cohesive society and how it can have a broader influence on media through developing a framework for pathways and partnerships.

Tara Ross University of Canterbury, New Zealand paper was titled "Locating Ourselves: An Analysis of Strategic Practices of Identity and Connection in Aotearoa/New Zealand's Pacific News Media". Studies of Indigenous and ethnic minority news media tend to emphasise their political advocacy role, their role in providing a voice to communities overlooked by mainstream media. By considering ethnic media in terms of how ethnic minority producers understand these media this presentation suggests a model of ethnic media as a media of identity negotiation.



The ANZCA Conference was opened by an inspiring group of Indigenous media makers.

The panel **Multicultural Broadcasting in Changing Times** analysed and discussed media access, control and representation for migrant communities in Australia. Presenters offered both scholarly and practitioner perspectives on the opportunities and obstacles for ethnic and multicultural media.

A particular focus of the panel was the way migrant communities produce, use and contribute to media in ways that circumvent and challenge negative media coverage and stereotyping. This included a focus on diversity within mainstream media, and the way ethnic and migrant voices have challenged the normal practices of the mainstream.

As well as giving more exposure to Ethnic Community broadcasters this panel presentation helped our Ethnic community broadcasting by:

- Giving the NEMBC and Ethnic Community broadcasters positive branding in the academic world.
- Broadening The Ethnic Broadcasters distribution and content input
- Giving the NEMBC and Ethnic Community broadcasters more connection and direct access to academics working on media issues
- Creating the possibility to pursue partnerships,
- Better access to collect data and be at the coalface of media information
- Providing the opportunity to tap into students to do research on Ethnic community broadcasting.

The NEMBC is developing a library of academic literature as a resource base for our members and ethnic community's broadcasters to access the latest literature and information, source content and talent for interviews for their program.

Russell Anderson
CEO NEMBC

Does journalism really matter?



It's not unusual to ask if journalism still matters in an era of fake news, shrinking newsrooms and the rise of social media.

A research project by the Centre for Advancing Journalism (CAJ) at the University of Melbourne has been gathering data for two years in an effort to answer that question; does journalism really matter?

We know that media has a tremendous effect on our daily lives, but as the report explained “empirical evidence on how journalism affects the operations of democracy, and civic society more generally, is thin.” It's also difficult to measure because there are so many other factors that influence outcomes.

The NEMBC knows that ethnic and multicultural community broadcasting has a tremendous impact on building social cohesion and there is ample evidence of that in reports and interviews.

The research led by Associate Prof Dr Margaret Simons gathered data that focused on five different kinds of journalistic activity:

- investigative
- campaigning
- journalism that reports on public institutions such as courts and parliaments and local councils,
- reportage
- commentary and opinion.

Most ethnic and multicultural broadcasting doesn't fit these categories but there was some interesting comparisons made in relation to regional reporting.

Community Media

While much of the report is focused on how a mainstream media journalist operates there were some great insights into how ethnic community media might compare. I never thought comparing Moree in Northern NSW, the largest cotton growing area in Australia, with ethnic community broadcasting but it helps answer the question; do multicultural community broadcasters still matter?

Dr Simons in her research did a great job of exploring regional and community areas and the report about *Moree* brought some interesting comparisons to community broadcasting and how the local community media operates.

In Moree, Northern NSW, the local newspaper the *Moree Champion* and the local radio stations are the main source of local information and news to the Moree community. Simon's research found that “the city based media rarely reports on Moree, and when it does it is nearly always negative”.

This is very similar to how ethnic community radio operates because it is localised information given to a specific group of people. Even though the community might be in a city it is the 'local' aspect that maintains the connection.

Moree has felt the effects of globalisation and shrinking revenue options. The *Moree Champion* a few years ago used to have four journalists and is now down to three. The biggest change to the newspaper is the printing section and with the 30 printing and production staff now long gone, the final printed product is trucked in from far away.

The radio station has only one journalist with no formal training, as he joined the station six years ago from the spare parts industry.

While this small number of journalists find it hard to keep up with Council or Court reports the local community could not live without them.

Dr Simons said that “asked to imagine what civic life would be like without the local media, many of the people we interviewed either found it impossible to do so, or stated that they would have no means of knowing what was going on in their community. The local media were part of the way Moree knew and defined itself. They were a source of a sense of place and identity.”

This is the similar connection with ethnic community broadcasting that is made when Simons reports that “Local media is still as important as ever in this remote area, Moree and new media has made little or no impact on its role”.

While multicultural community radio has been effected by globalisation and in fact ethnic radio station broadcasters are using digital and multiplatforms effectively and have the unique opportunity of broadcasting to their diaspora, there are however some underlying connections with Moree that are important.

Ethnic Community Broadcasting is very much outside the mainstream and functions as a localised media outlet that maintains its reliability and connection throughout the community. It runs a lot like Moree by providing 'a sense of place and identity.'

Russell Anderson
CEO NEMBC

This piece was sourced from The Guardian who commissioned Dr Margaret Simons to write a full report about the CAJ research which can be found on: www.theguardian.com/media/2017/may/29/trump-fake-news-and-shrinking-newsrooms-does-journalism-still-matter-in-2017

Young migrants learn skills through the Harmony Project

Earlier this year Cynthia Keith of 107.3 HFM's Japanese program "Konnichiwa", ran The Harmony Project, a three-month journey where people living in Perth, shared their experiences of migrating to Australia. As part of the project, eight young migrants from Somalia, Sudan, Eritrea and Malawi completed two units of the Certificate III in Screen and Media (CUA31015) with the Community Media Training Organisation.



Cynthia and Co-announcer Takako Matoba going live from the studio with Japanese program_Konnichiwa

Close to 80 people shared their thoughts on words like "Harmony", "Multiculturalism", the challenges they experienced and their experiences settling in Australia. The CMTO's Greta Balog caught up with Cynthia to find out about her experience running the project:

Greta: What did you learn from The Harmony Project?

Cynthia: The Harmony Project taught me many things. Amongst them, being privileged to hear the stories of many migrants of different ages, from different countries, with different beliefs lead to many "Ah ha" moments.

Some of the stories, brought tears, others laughter but in general, the sensitivity with which the stories were obtained and the way in which some stories were gently teased out provided me with a fantastic learning experience reinforcing my belief that the student can become the teacher!

Keeping the momentum and interest going over the 6-month project time was remarkably easy and the students enjoyed their time in the station.

I think personally, working around their prayer times, learning the ropes in terms of the kind of snacks and beverages to provide them, and being the fall guy to their very sharp wit and sense of humor has made the time with them and this project immensely rewarding.

Greta: Why is an accredited course valuable for ethnic students?

Cynthia: Accredited courses for any student is a way of helping them to provide evidence of their skill set.



Cynthia and the Our Harmony Stories, project team trainee announcers! Day II!

I think in terms of ethnic students it also serves as a reminder of their ability, providing them with a solid source of confidence, "I have watched & studied this, I have practiced this with my teacher and I am confident now to do this alone!"

The accreditation puts them on the same level playing field as all other budding or longstanding studio people, skills which are transportable and which carry transferable skills.

Accreditation provides students with a Nationwide framework within which to stretch, explore and express the ideas they have, in a safe supportive environment.

Lastly, with the special funding opportunities from The Office of Multicultural Interests, these accredited courses help to provide the ethnic community with access to funded training reducing the financial burden on the student or their family.



Amran Abdi & Abdul Rahman Hamid in the studio for their first live program

I would highly recommend anyone interested in a career in Media to start out on a Certificate II in Creative Industries or a Certificate III in Screen and Media. It will open new exciting and rewarding doors for you.

Cynthia Keith is an accredited trainer at The Community Media Training Organisation. For training at your station go to www.cmtto.org.au. RTO ID 91800

Online communities for people with limited access: how social media is empowering disabled young people



In a day and age where most young people are using the internet are connected to online social networking sites such as Facebook, Twitter, and Snapchat, social media is often criticised for the risks it poses to social isolation and mental health issues.

But what about the communities and individuals social media empowers? Where society may not be accessible to some people, social media opens up opportunities for friendship, social interaction and a sense of belonging.

Young people with disabilities are a demographic benefiting from the connections available to them online.

Not only is social media a direct way of getting in touch young people, it's also linking young people with disabilities to services they haven't been able to access in the past.

Research conducted by the Youth Affairs Council of Victoria (YACVic) reveals young people with disabilities are finding online what they can't find in real life, or can't access because of mobility issues, or hearing, visual or speaking impairments.

The 'What makes you tweet?' *Young people's perspectives on the use of social media as an engagement tool* report reveals the problems faced by young people with a disability, 'Young people with disabilities, particularly those with limited mobility, can experience social isolation. Public transport may not be accessible and can be difficult to navigate, accessible taxis are not widely available and the costs can be prohibitive, and social venues often are not accessible. In some cases, young people with disabilities rely on a family member or carer to help them to get out and this can limit privacy.'

Social media seems to be changing this, and giving hope to people with mobility and access issues in a way that wasn't possible before.

Youth service providers are also changing to meet the needs of young people wanting to access their services online. The Starlight Children's Foundation Australia provides an online community for 10–20 year olds who have serious illness, disability, and chronic health issues. This service includes moderated chat rooms, group and private messaging services, and blogging.

Headspace, a national youth mental health organisation offers a register based 'esupport' and 'etherapy' to young people aged 12–25 years old.

According to 'What makes you tweet?' *Young people's perspectives on the use of social media as an engagement tool* the Youth Disability Access Service (YDAS), a disability advocacy organisation based in Melbourne, use social media to create groups (such as via Facebook), in which young people may discuss important, relevant issues, such as sexuality or the development of the National Disability Insurance Scheme. However, YDAS is mindful that some young people do not have ready access to social media. For instance, young people living in community residential units may not have access to the internet or very limited access.

Social media holds real value for connecting these communities, in a way that goes further than simply making new friends and sharing photos. Social Media has allowed people who would otherwise receive irregular or limited social opportunities, to build strong communities and safe spaces for emotional support, health information and specific government policy information about issues directly affecting them.

According to the YACVic report, young people with disabilities frequently experience discrimination. Using social media to connect with people who share these experiences is a useful way of accessing information, support and advice. However, for some users, social media is also a platform where they can experience discrimination.

Daniel Reardon is hoping to change this with a social networking site exclusively for people with disabilities. Mr Reardon, who is visually impaired, created the website 'My Disability Matters' because he was frustrated with the usability of sites like Facebook. The site comes with the range of benefits experienced through the use of social media to connect and create a sense of community.

He says a lot of discrimination and bullying on traditional and social media is targeted at the appearances of people with a disability. The My Disability Matters site has a strong anti-bullying and trolling policy to combat this.

Social media holds real value for connecting these communities, in a way that goes further than simply making new friends and sharing photos. Social Media has allowed people who would otherwise receive irregular or limited social opportunities, to build strong communities and safe spaces for emotional support, health information and specific government policy information about issues directly affecting them.

Tara Egan
Project Officer, NEMBC

Australia is officially the most ethnically diverse country in the world, so what does that mean for our workforce?

The Ethnic Communities' Council of Victoria has been advocating for more than 40 years on behalf of ethnic and multicultural communities ensuring community needs are considered when policies are being developed and programs designed.

Responding to the Australian Census 2016 data, ECCV circulated a media release titled, "*Fact, Australia is the most ethnically diverse country in the world*". In this piece, ECCV highlights that "*With 26% of Australians being born overseas and 49% of people having at least one parent born overseas, Australia has 100 religions and 300 ethnic groups*" and that ECCV "*believe that our workforce should reflect the diversity of our society*" declared by Eddie Micallef, ECCV Chairperson.

The Racial Discrimination Act 1975 (RDA) considers it unlawful to treat anyone unfairly because of their race, colour, descent, national or ethnic origin or immigrant status. The RDA can be used to gain or regain the fair treatment in employment which for the record is a human right.

Although ECCV work in this area to advocate for diversity and inclusion there is still more to be done to achieve a balanced workforce that reflects the true fabric of our society. Our changing workforce from manufacturing to the services sector combined with the casualisation of work is making people who are already disadvantaged even more disadvantaged.

According to "Busting the Culture Club – how Australia's companies can harness the benefits of cultural diversity" an 2015 article published by Lisa Annese Chief Executive Officer of the Diversity Council of Australia, "each of the ASX 100, ASX 200 and ASX 500 listed companies, only a quarter of directors are from culturally diverse backgrounds compared with a third in the wider Australian community, and only 5% are from Asian backgrounds versus 8.5% in the Australian community."

Multiculturalism has been good for the people of Victoria. Finding a job is a priority for most new migrants. As part of making a new life in Australia, skilled migrants, refugees and international students often experience difficulties in finding the right job.

The identified core challenges from ECCV's employment research across three major consultations in 2013, 2014 and 2015 documents and reports on the issues of diversity in

employment in Victoria. The ECCV discussion paper *Work Solutions – Improving Cultural Diversity in the Workplace* shows that not much has changed in over a decade regarding some of the difficulties migrants and refugees experience in finding jobs.

Key employment barriers are finding and keeping a job, many migrants take jobs below their skill level, recognition of overseas skills and qualifications, lack of local references, contacts or networks, language difficulties.

The development of an equitable and fair system for the recognition of overseas qualifications has been a significant component of our multicultural policy and practices. Obtaining the appropriate recognition of overseas qualifications and skills has become increasingly difficult for people from culturally diverse backgrounds. As a result some skilled migrants are left with no choice but to take on jobs that are below their professional skill level.

The ECCV discussion paper *Qualified but not Recognised* drills down in to the policy and practical aspects of those accreditation processes. There are still obstacles and risks in local government recruitment, highlighted in the ECCV discussion paper *A Positive Disruption: More Diversity in Local Councils*. Key barriers and core challenges identified were a current unconscious bias recruitment approaches, confusion and lack of understanding about benefits of diversity, and a 'Not the right cultural fit' attitude.

Employment is about people and people from culturally and linguistically diverse backgrounds are hugely motivated. ECCV is committed to keeping the conversation going and encourages members of the community to be heard; engage with ECCV online discussions, events and forums, write letters to local ministers to share your employment experience and use culturally sensitive service providers. ECCV supports employment policy reforms that ensure a fair and accessible workforce for culturally and linguistically diverse Victorians.

ECCV 2018 State Conference will focus on cultural diversity in the workforce; scheduled for May 2018.
Watch this space www.eccv.org.au

Leenie Fabri
ECCV Communications & Media Officer

Over \$14.2m in grants announced

The Community Broadcasting Foundation announced the allocation of grants totalling \$14.2 million to 178 organisations in June 2017. Some examples being:

- City Park Radio in Launceston will receive a grant to purchase new OB equipment to engage their community in local events, including the launch of their new translator site ensuring better coverage across their broadcast area.
- Look out for a new series of short podcast features by young Muslim women about issues of interest to them and their communities produced by Melbourne's 3CR.
- 4EB in Brisbane will receive \$329,465 which will contribute to transmission costs, salary subsidies, studio and office expenses, ethnic program production costs and the production of *Fair Comment and Radyo Palaro*.
- Sydney's 2MFM was funded to produce *The Lives of Muslim Women*, ten 15-minute features about Muslim women who are going about their daily lives and casually breaking stereotypes.
- 4DDB in Toowoomba is being supported to broadcast from the local multicultural festival.
- Channel 31 in Melbourne will be producing *The Modern Middle East* – a talk show that discusses the current headlines, issues and travel destinations of the Middle East, hosted by Associate Professor of Middle East Studies Sally Totman.

For the full list of activities, programs, initiatives and organisations receiving support, visit www.cbf.com.au/allocations.

Next round of grant applications

Round 2 2017/18 Development & Operations grants and Content grants are now open.

As the majority of CBF funds for 2017/18 were allocated in Round 1, this second round will support urgent and emerging needs. The level of funds available is published in the grant guidelines, including approximately \$795,000 to support ethnic broadcasting through Development & Operations grants, and \$334,000 to support programming relevant to ethnic communities via Content grants.

Contact a Grants Administrator for support as you apply:

- Radio stations in the ACT and NSW: contact Barbara Baxter on (03) 8341 5944
- Radio stations in QLD, SA, WA, NT: contact Claire Stuchbery (03) 8341 5988
- Radio stations in VIC, TAS, TV stations and any independent producers or not-for-profit organisations looking to partner with a community broadcasting station: contact Jon King (03) 8341 5966

Key grant dates



Development & Operations grants

Round 2 closes:
2pm AEST, Monday
21 August 2017



Content grants

Round 2 closes:
2pm AEST, Monday
28 August 2017

Stay in the loop about CBF grants

Never miss a CBF grant opportunity! Subscribe to the CBF Update newsletter – a free monthly email with up-to-date information about the CBF's activities including grant opportunities. Subscribe via the CBF website www.cbf.com.au.

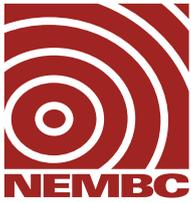
CBF strategic plan

The CBF has published its strategic plan for 2017–2021. The plan describes the CBF's vision: *a voice for every community – sharing our stories*.

The plan was developed by the CBF Board in February, and a draft plan was published for feedback.

The final plan incorporates some of the suggestions we received from sector representative organisations, outlines the CBF's vision and values, and details the CBF's strategic priorities for the next five years.

You can download the plan at the CBF website www.cbf.com.au.



The National Ethnic and Multicultural Broadcasters' Council

Membership Application/Renewal 2017-2018

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 \$30 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 \$30 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

radioactive

Youth Media Conference

Your

Voice

Your

Action

Our

Change



Canberra

Friday 24 November 2017

