



AFRICAN AUSTRALIANS SETTLEMENT & INTEGRATION 2030: OPPORTUNITIES AND CHALLENGES CONFERENCE

12 - 13 November 2018

POST-CONFERENCE REPORT **REPORT LAUNCHED: TUESDAY 16 APRIL 2019**

PUBLISHED BY THE AFRICAN THINK TANK INC.
MELBOURNE, AUSTRALIA



TABLE OF ABBREVIATIONS

AAMEYS	African-Australian Multicultural Employment and Youth Services
AAIP	African Australian Inclusion Program
AASO	African Australian Student Organisation
ABS	Australian Bureau of Statistics
ACFA	African Communities Foundation Association Inc.
AFSAAP	African Studies Association of Australasia and the Pacific
AGM	Annual General Meeting
ALDP	African Leadership Development Program
AMES	Adult Multicultural Education Services
APSIC	Asia Pacific Social Impact Centre
ATT	African Think Tank Inc.
CMY	Centre for Multicultural Youth
DFAT	Department of Foreign Affairs and Trade
ECCV	Ethnic Communities Council of Victoria
FECCA	Federation of Ethnic Communities' Councils of Australia
HAAEP	Holistic African Australian Education Package
LGA	Local Government Area
LGSE	Leadership Great South Coast
NAB	National Australia Bank
PAADN	Pan African Australasian Diaspora Network
SSAYU	South Sudanese Australian Youth United
VAACAP	Victorian African Australians Communities Action Plan
VACAP	Victorian African Communities Action Plan
VCAL	Victorian Certificate of Applied Learning
VET	Vocational Education Training
WHO	World Health Organisation

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Figure 1 Clearing-House Proposal

Post Noms

AM	Member of the Order of Australia
AO	Officer of the Order of Australia
OAM	Medal of the Order of Australia

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The African Australians Settlement & Integration Beyond 2030: Opportunities and Challenges, is the work of the African Think Tank Inc. mainly screened from the conference proceedings held on the 12th and 13th November 2018 at University of Melbourne, Business School. All rights and obligations are reserved to the ATT.

Acknowledgements

The African Think Tank (ATT) acknowledges the traditional owners of the land the conference met on, and thanks conference organisers, volunteers and secretariat, participants, sponsors, political representatives, VIPs, interstate and other participants as well as the involvement of 90 organisations, 190 participants including metropolitan and regional African communities leaders, academics, services providers, some grass-roots community members, and both Federal and State Government public servants. Acknowledgements are extended to the institutions that the ATT has been working with over the years, and the conference sponsors who include the Victorian Government, Department of Premier and Cabinet, Victoria Police, Leadership Victoria, some communities, and University of Melbourne, with whom a Masters Class program has been designed to support growth of small businesses in the African- Australian communities.



About The African Think Tank

The African Think Tank Inc. is a culturally diverse leadership body for enhancing African Australian relationships through capacity building and support and policy advice. The ATT thanks Dr Apollo Nsuguba-Kyobe and Dr Steve Rametse for compiling this report. In addition, thanks also to Niklaus Rittinghausen and Gabriele Rukas for their assistance.

The ATT Board: Berhan Ahmed; Martha Borena; Kenyatta Joshua Dei Wal; Haileluel Gebre-Selassie; Fredrick Muyemba; Wadzanai Nenzou; Apollo Nsubugakyobe; Muza Ntuwah; Robert Olney; and Dr Steve Rametse.

FOREWORD



The African Think Tank (ATT) is pleased to present this report of the milestone conference: *The African Australians Settlement & Integration Beyond 2030: Opportunities and Challenges* held in Melbourne in November 2018.

The African Australian population is one of the fastest growing communities in Australia. Current estimation suggests over half a million African born Australians are living in Australia. Over 100,000 are living in Melbourne alone. They participate and contribute to the socio economic and political wellbeing of our Nation.

The purpose of this two-day conference was to learn more about African Australians and gain insights from various stakeholders. It has identified opportunities and explored challenges in regard to their socio-economic-politic advancements in Victoria and Australia generally. Solutions were suggested to enable African Australians' seamless settlement and growth endeavours to enhance their integration, and optimum access and equity strategies, towards the enrichment of multiculturalism, social cohesion and inclusion.

About 22 selected "community voices" exemplify some of the narratives that informed over 45 policy recommendations to be considered for adoption and implementation. This paper is a resource for the future of collective community ideas that emerged.

The ATT is highly appreciative of the efforts of the Victorian Government and especially of the Minister for Multicultural Affairs for consistently being available for community engagement with African Australian communities, particularly after the implementation of the Victorian African Australians Communities Action Plan (VAACAP). The latter is meant to lift the Victorian African Australian communities to the next level during 2018 to 2029 period. This conference report has set the agenda for the settlement, integration, and improvements of the African Australians affairs beyond 2030.

ATT thank the Victorian government as the Principal sponsor of the conference. I also give thanks to the University of Melbourne, Victoria Police, Leadership Victoria, Melton City Council, CMY, Maurice Blackburn Lawyers, Jesuit Social Services, PAADN, AAMEYS and AMES.

It is my privilege to commend this conference report and its recommendations for action to all levels of government.

A handwritten signature in black ink, appearing to read 'Haileluel'.

Haileluel Gebre-selassie OAM
Chair, African Think Tank Inc.

FOREWORD



I would like to commend the report produced by *The African Think Tank (ATT)*, *The African Australians Settlement & Integration Beyond 2030: Opportunities and Challenges*. The report and its recommendations are a culmination of the debates and thoughts of a diverse number of stakeholders that were brought together in November 2018 to consider the challenges faced by African Australians.

The opportunities and challenges of settlement and integration has such pressing relevance in today's socio-political times, as the world deals with the needs of mass migration and displacement, and grapples with challenges that arise from the upheaval and transformation of lives, families and communities.

The themes of the report: economic opportunities, resettlement and inclusion, education, youth engagement, leadership, health and ageing- have an importance for the community at large, as well as higher education. Strong community partnerships across all of the organisations involved with the ATT will be a key enabler to realising the aspirations of the report, along with robust policy development and implementation.

I would like to thank the ATT for the report and for bringing together the many stakeholders that helped to shape the recommendations.

Professor Mark Considine

Provost

The University of Melbourne

FOREWORD



It was an honour and a privilege to participate in this important conference: *African Australians Settlement & Integration Beyond 2030*. I look forward to the working collectively with the African Think Tank and the broader African communities to build a better Victoria for everyone.

The 'African Australians Settlement & Integration Beyond 2030: Opportunities & Challenges' Conference occurred at a timely period. As stereotypes about African settlement and youth occupied national debate, the Conference provided a welcome avenue for informed discussion about forward-thinking strategies.

The Conference proved to be but the latest public occasion to showcase the skills, capacity, and endeavour of fellow Victorians from Pan-African backgrounds. Conference presenters and participants focused on key issues such as settlement and integration, education, supporting families, economic advancement, and health and well-being. Collectively they have produced a set of considered approaches and recommendations based on fact and lived-experience rather than unfounded headlines.

Victoria remains a proud and vibrant multicultural city. It is so because of the character and commitment of individuals like those who participated at this Conference. The next steps for moving forward, however, will need the support of other stakeholders. Leadership and commitment will be required by those in a range of positions across civic institutions and the wider economy. I encourage all such individuals to get involved.

It was an honour and a privilege to participate in this important conference. I look forward to working collectively with the African Think Tank and the broader African communities to build a better Victoria for everyone.

Stuart Bateson
Commander
Victoria Police

EXECUTIVE SUMMARY



Group picture of all attendees – first day after first sessions

This Conference *Outcome Report of the African Australians Settlement & Integration Beyond 2030: Opportunities and Challenges* sought insights from various stakeholders about the challenges facing African Australians as well as suggested solutions.

The conference's focal areas included, but were not limited to, the following:

1. Economic opportunities: business, employment, training, and formative initiatives,
2. Settlement and integration: resettlement, case management, inclusion & empowerment
3. Education: Supporting Learning Pillars, schooling, interrupted education, qualifications and languages,
4. Strengthening Family relationships, youth disengagement, policing, family violence, law and order,
5. Leadership: It's Importance, community capacity building, cohesion, working together and resilience,
6. Health, wellbeing, and ageing with dignity; and
7. African Australians Diasporas bridges with their continent and vice versa.

The above topics form Chapters of this report with the respective recommendations. These chapters include extracts from the conference presentations, quotes from participants as community voices, best practice models and over 45 relevant policy recommendations. Overall suggestions and commendations for the future beyond 2030 are in the last summary Chapter 8.

A summary of 25 recommendations follows.



ATT Chair Hailleluel Gebre-selessie opening the conference



*Professor Mark Considine,
Pro-Vice Chancellor University of Melbourne
welcoming the participants*



*Hon Robin Scott MP, Minister for
Multicultural Affairs and Minister of Finance
opening the conference*

SUMMARY OF KEY RECOMMENDATIONS

The key recommendations are:

1. The Conference identified the lack of coherent engagement with the African communities and evidence-based information to educate the broader Australian community and to build the capacity of Victorian African Australian communities. Thus, it is strongly recommended have in place an extensive community engagement and research endeavour to be undertaken. It is also recommended to have an establishment of a dedicated African community network as a centre/institute for Government, business and community engagement. These recommendations were in line with the Victorian African Communities Action Plan commissioned by the Victorian Government in 2018. One possible model would involve a partnership approach within an academic institution. The institute/centre hosted within a university. It is recommended ATT in partnership with other key bodies/institutions and communities take responsibility to implement this recommendation.
2. Recommended the continuation of the African Leadership Development Program (ALDP) and its expansion to provide higher level training for those who already graduated from the Program. Participants applauded the ALDP which has been implemented since 2010. The Program provides an opportunity for aspiring African Australian leaders to develop their leadership and networking skills so they can confidently contribute to their local communities. Based on the model and success of the ALDP the Victorian government funded the New and Emerging Communities Leadership Program.
3. A critical need of the development of a Strategically Transforming, Monitoring, Screening, Evaluating, Co-ordinating and Reporting enterprise system referred to as a "Clearinghouse" (further details refer to Chapter 1). To realize the Victorian African Communities Action Plan, the three levels of governments should consider the creation of an African Australian communities-led Clearinghouse, among its use would be dealing with and improving knowledge about solutions searching, and awareness raising of the African Australian communities' issues.
4. Support of the process of the creation of structured partnerships, for the well-coordinated capture and evaluation of the issues for segmented appropriations to find solutions and responses to issues such as the negative media portrayals (Clearinghouse).
5. Acute need for the development of a tool-kit for "Transformative/Experiential education/learning" and strengthening the five key family relationships pillars.
6. Both Federal and State Governments working collaboratively with communities to facilitate employment related 'policy labs' to enable genuine innovation of well-funded employment services focusing on a creative 'trial and error' approach rather than a rigid outcomes-based policy design. Jobs are drastically changing in nature, delivery and structure (refer to chapter 1 on the future of work)
7. Support the establishment of an evidence building agency(ies) and allocated resources for research capacity centres across African Australian communities for their own data collection, analysis, and dissemination. This will enhance evidence-based advocacy and assist the Victorian Government and communities to better articulate the programs delivery and to foster the training of community researchers to develop a system of data capture on/about how to collect evidence/data from their own communities.
8. A system of targeting and facilitation into public service employment for the recent arrivals and those from marginalised groups. There is a need to represent the diversity of the Australian population, particularly in Government Departments.
9. The three levels of governments to invest in culturally sensitive support systems as well as enhancing appropriate counselling services that account for African Australian's families and individuals, including younger people for fostering individual and community wellbeing. In relative terms a need to develop services that accommodate the African Australians' diversities without undermining the Australians laws.
10. Enhance opportunities for the African Australians to establish ethno-specific programs, services, and employment, with people serving their own communities as the case is for the other ethnic communities.
11. The establishment of African, community-based small business hubs in local areas to promote social enterprises, entrepreneur networks, and business leadership programs to enable equitable access of African Australians to employment and opportunities. Small business mentorships would be beneficial to targeted business start-ups.
12. The development of entrepreneurial strategies, mainly for growing "Small and Medium Enterprises" (SMEs), which would enhance understanding of how small business would be well sustained for longer mitigating the high failure rate of the African Australians' small businesses, and therefore enhance employment opportunities.

SUMMARY OF KEY RECOMMENDATIONS

13. The establishment of African, community-based small business hubs in local areas to assist in promoting social enterprises, entrepreneur networks, and business leadership programs. This would enable equitable access of African Australians to employment and business opportunities in Victoria. Small and medium business mentorships would be beneficial with adaption to the business environment.
14. Facilitate, trials, and fund new settlement service delivery models for greater program flexibility, innovation, and robust and genuine partnerships among service providers and African Australian community organisations.
15. Victorian public institutions such as schools, universities, hospitals and others to encourage and use culturally sensitive interactive activities for African Australians especially in teaching and counselling services and adaptive family trauma counselling models that takes into account cultural sensitivities.
16. Service providers to seriously consider co-designing delivery of services in conjunction with the relevant respective communities for best practice service delivery imbued with specific culturally and morally sensitive African norms and principles such as the 'Ubuntu', which underpins the African communitarian notions.
17. Effective partnerships between all levels of authorities and the African community organisations should adapt provision of African-specific settlement services that are likely to adequately respond to the cultural, spiritual, and linguistic needs of the recently arrived African Australian refugees and migrants.
18. All levels of Government need to partner with African Australian communities in pro-actively formulating strategies and policies while addressing the root causes of issues, for example the youth disengagement and disempowerment crisis.
19. The Australian and Victorian Governments should consider commissioning a demographic and needs analysis of African Australian seniors in Victoria.
20. Funding to train mainstream aged care providers on how to provide culturally sensitive care to African Australian care recipients is urgent.
21. The development of a 'welcome kits tools' not only at the arrival stage as well at ageing stage space for seniors from New and Emerging Communities for better information to people particularly in regard to the available services as may be facilitated by the relevant government jurisdictions.
22. Both Australian and State levels of Governments should facilitate capacity building for African Australian community organisations to deliver better care to seniors from African Australian communities.
23. The conference recommended that the Australian and Victorian Governments endeavour to facilitate and support the establishment of an effective African communities' central agency in Australia/Victoria. This agency should serve a number of key objectives including building organisational capacities of the African Australian communities' organisations.
24. Develop cohesion strategies with a view to strengthening cultural, political, social, economic, educational relationships between Africa and Australia.
25. Proposal for the Federal Government to consider negotiating social services agreements with African governments to help eligible African Australians to access the Australian social security system, such as the age pension, in their African country of origin.



ATT Chair with VIPs

INTRODUCTION



Illustration of Being Culturally Sensitive. Ethiopian Dance, Respecting Cultures.

At the opening of the conference, it was noted that the African Think Tank (ATT) is contributing to building a culturally diverse and cohesive society for justice, fairness, and inclusiveness with specific reference to the needs and aspirations of African Australians from culturally and linguistically diverse backgrounds (African Australians are non-homogenous).

To provide a culturally sensitive focus the conference opened with an Ethiopian cultural dance, which jointly served as a welcome to country and entertainment that also drew the attention to the people of the African continent.

Further references were made about the significance of the African Think Tank (ATT) and the conference as

- a pro-active ground setting agency for the post Victorian African Communities Action Plan (VACAP) implementation period 2018-2028 to follow up on the Victoria Government initiatives. The conference title "African Australians Settlement & Integration Beyond 2030: Opportunities and Challenges" says it all.

As well, this conference's undertaking has been consistent with the ATT objectives of:

- conducting and putting together enabling evidence-based advocacy on issues of importance to/for the African-Australians and their relevant stakeholders;
- helping in enhancing access to existing evidence regarding issues of importance, capacity and leadership development;
- identifying gaps and pathways for a diverse groups' opportunities creation; leveraging from the three tiers of Australian governments; the diplomatic community; business and corporate leaders by providing leadership pathways, skills, mentorship, experience and practice through our business corporate leadership program (African Leadership Development Program);
- strengthening connectedness and resilience by collating, analysing and disseminating the evidence about effective community-led initiatives amongst and with and amongst African-Australian communities; the media; stakeholders and researchers to foster bias-free public information and awareness of diverse mutual benefits of co-existence and economic contributions from African-Australian communities;
- fostering creativity and innovation with a view to showing and promoting the diverse creativities and industrious efforts within the cohorts and providing appropriately suitable guidance on innovation and uptake of opportunities into the wider community.

Organisers thanked all persons and agencies especially the initial contribution emphasised in the role played by Hon. Ted Baillieu, supporting the development of the African Leadership Development Program (ALDP) that started before 2009, saying that ATT has continued to focus on key African-Australians issues covered by this conference. It was added that ATT had graduated over 250 students since its establishment and majority of the African-Australian Leadership on the platform are ALDP graduates.

Additional initiatives include breaking the glass ceiling limiting African Australians into the corporate board seats, contributing to the development of the African Studies in Australia, enhancing and celebrating further cohesion, inclusion, integration, acceptance of the other new arrivals, at the same time keeping connected to the grass-roots.

Also noted there are over 400,000 African-born Australians, which is a large number of people who are doing great things, many of whom are generally not much recognised. It is essential to deal and manage the frustrations. For example, the ATT over eight years has been growing the capacity for leaders within the African community. More than 240 community leaders across many countries have been graduated based on small steps approach of groups' stabilisation. A lot can be achieved together. Notable, the far more good news positives of the wider African community are not highlighted as often it is done to the negatives. The conference objectives include bringing out the good news, seeking solutions and outlining strategies to the problems.

African Diasporas in Australia

Hyacinth Udah (2014) notes that:

"The African population in Australia is differentiated by physiognomy, language, history, religion and cultural practices (Jakubowicz 2010, p. 4). Africans started coming to Australia from the late 18th century before Australia's Federation in 1901. Eleven black Africans were part of Arthur Philip's First Fleet that landed in Botany Bay on 26 January 1788 (Pybus 2006). After the abolition of the White Australia Policy in 1973, Africans have arrived in Australia in a number of different waves. Majority of them arrived as migrants through Australia's skilled and family migration programs while a significant number from Ethiopia, Eritrea, South Sudan, Sudan, and Somalia has arrived as refugees through Australia's humanitarian program. The geographical distance between Africa and Australia made transportation very expensive. However, after the federation in 1901 with its White Australia policy, the colour bar erected by Australia to protect her British heritage made migration to Australia difficult for Black Africans. Except for White South Africans, there was a lack of historical links between Black Africans and Australia (Hugo 2009). The dissolution of the White Australia policy enabled Black African migration to Australia. This has increased Australia's diplomatic relations with African states, including new ones such as South Sudan". (African Studies Association of Australasia and the Pacific – AFSAAP, 36th Annual Conference – Perth – Australia – 26-28 November 2013, Conference Proceedings (Publication Date February 2014), African Renaissance and Australia).

Despite a 2010 memorandum of understanding between Australia and the African Union Commission setting out a solid framework for enhanced cooperation in a number of respects, trade and investment, peace and security, development cooperation, humanitarian assistance,

food security, climate change, and governance and capacity building (Commonwealth of Australia 2012, p. 1) the inequity for opportunities and growth limitations to African Australians has persisted as one of the key reasons for this conference.



The conference emphasised strengthening multiculturalism, equity, and fairness for all

CHAPTER 1

'Opportunities Enhancements' in Australia – employment and other enablers

The concept of 'opportunities enhancement' emerged as critical for the African Australians meaning the need for building wellbeing and self-reliance through better access, increased capacity and purposeful connections. Thus, the conference pointed to the key role that employment, entrepreneurship, and various enablers could play for economic and other social participations of African Australians. The enablers include a number of targeted articulated vehicles carrying strategic change enhancements. The conference presenters strongly emphasised that all employment and other opportunities enhancements **are largely premised on good soft skills** like respect, integrity, being relational, reflective, empathetic, communicative, loyalty, being committed, and hardworking, but not so much on technical knowledge.

Employment

The conference highlighted the fact that community harmony engendered by social inclusion is about access to adequate employment opportunities. Young and other African Australians find it even more challenging than other young Australians to secure their very first employment. Conference participants pointed out that Australia's employment policy has an 'one size fits all' philosophy, which is reflected in rigid program and outcomes policies and little flexibility to meet the requirements and preferences of vulnerable groups, such as younger African Australians. There is no employment program that assists in a meaningful way but a compliance system. It was suggested that such government employment policies should be more tailored to the unique experiences and needs of individuals.



A Reflection of relative freedom of opportunities in Australia

Best practice:

African Australian Inclusion Program (AAIP)

The African Australian Inclusion Program (AAIP) was developed approximately 10 years ago by the Jesuit Social Services and the National Australia Bank (NAB). The program is directed at university graduates from African communities and offers a six-month comprehensive training program including supported work experiences at NAB and provides a pathway to employment in the areas of banking and business. More than 400 African Australians have had the opportunity to participate in AAIP. For more information, please visit the website of the Jesuit Social Services on <https://jss.org.au/aaip/>

"It (AAIP) was one of the defining moments of my life, I couldn't have done that without the support of my coach."

AAIP participant

It was noted that in many migrant communities unemployment is significantly high. Unemployment of African Australians is proportionally higher in the Victorian local government areas of Hume, Wyndham, and Maribyrnong. In those local areas, specific African communities and groups have over-proportionately high unemployment rates of between 30 to 60 percent. It raises the questions whether African Australians are looking for the right jobs and also whether educational institutions are providing the right training. One issue that has been raised repeatedly was the importance of local social and professional networks that help people to find employment. As many African Australian community members do not have access to these networks, people might miss out on potential employment pathways. The conference highlighted that African Australian community members needed be more aware of overall economic trends, such as the projected growth in the social services, health, and aged care related industries, when planning their education and career pathways.



*Hon Ted Baillieu, former Premier of Victoria
emphasising opportunity for all in Victoria*

Community Voice

“When people are able to contribute, they will have a sense of belonging. For a successful multicultural society, you have to have a sense of belonging”

Political representatives expressed bipartisan views that the African migrants are facing challenges which previous migrants have overcome and referred to employment issues. One speaker emphasised that people who are highly educated yet come from non-English speaking background are more than three times as likely to be in a low skilled job which included post-graduates and jumbo jet drivers working as taxi drivers. Further, the issue was raised that many people of African heritage, including those born in Australia and with tertiary qualifications, have had to change their names to improve access to employment opportunities.

Community Voice

“Getting that first job is key. People want to know that you have experience, but there is overt racism and lack of knowledge”.

The following four points were suggested as a strategy to improve employment outcomes for African Australian communities:

1. Governments should put public service targets so that the diversity of employment in public services is representative of the diversity of the population;
2. Services are required in public housing spaces, such as maintenance and cleaning services. These services should be delivered by local residents, such as African Australians, to help them access employment opportunities;
3. Creation of structured partnerships that provide opportunities to earn income from looking after one's community members (examples of such partnerships exist in the Greek and Vietnamese communities); and
4. The development of a strategy to grow small businesses and facilitate job opportunities by helping African Australians to access their first job and assisting people to better understand small business in Australia.

The Future of Work

Conference participants discussed the need for more investment in effective and culturally appropriate government-subsidised employment programs directed at African Australian individuals. It was suggested that government agencies consider developing culturally responsive recruitment and human resources strategies to improve the employment outcomes of African Australians in local, State, and Federal Government agencies, such as in the Australian Department of Foreign Affairs and Trade, to better reflect Australia's cultural diversity in government agencies and leverage people's linguistic and professional skills.



*Hon Adam Bandt MP, Federal Member for Melbourne
“More needs to be done for the African Australians”*

Support for new viable initiatives, innovations, opportunities and jobs creation need to be given a chance as well further prepare people to easily cope with jobs yet to come. Thus, ATT suggests that training and mentorship is encouraged that focuses on enhancing following skills:

- **Cognitive skills** – are of understanding and being perceptive of what is around you as the individual, learn and pay attention, and store in memory for future problem-solving as base line foundation;
- **Metacognitive skills** – are those associated with an understanding of how learning occurs, meanings and interpretations of the knowledge contents, proficiencies, ability, talents and the competencies;
- **Affective skills** – are those related to understanding feelings and emotions, such as developing a value system, then internalising the same and acting on the values for positive transformation; and
- **Motivations** are the elements considered to be the most important affective skill that constitute urges or drivers to get things done.



Policy recommendation

That the Australian and Victorian Governments considers focusing more strongly on the key gaps and successes of Government funded employment programs, including their long-term effectiveness, for a range of diverse population groups particularly African Victorians.

Policy recommendation

That the Australian and Victorian Governments work collaboratively with the ATT to facilitate an employment related 'policy lab' to drive and enable genuine innovation for government funded employment services that focus on a creative 'trial and error' approach rather than on a rigid and only outcomes focused policy design.

Policy recommendation

That the Australian, Victorian, and local governments consider holistic and culturally inclusive human resource and recruitment strategies and models that enable equitable access of African Australian to Government jobs and to appropriately reflect the demographic make-up of modern-day Australia.

Policy recommendation

That the Australian and Victorian Governments facilitate targeted strategies that help to stimulate the creation of small and medium businesses and opportunities for entrepreneurship in African Australian communities and explore potential connections to conducive African economies.

Policy Recommendation

Rapid global, technological, social and environmental changes are transforming the ways how work is carried out, (e.g. where and how we work and the kind of work we do). A continuous examining and adaptations regarding the future of the world of work is critical for the African Australians. Therefore, it is recommended to be holding periodical colloquiums or conventions exploring and adapting to changes and the implications of the changing dynamics. This should include seeking views on how government, business and the community could be helping prepare people for the future world of work. The outcomes of these explorations could be embodied in entrepreneurship support developments and training.

Entrepreneurship

Entrepreneurship was viewed by many Victorians from African backgrounds as an opportunity for social upward mobility and societal recognition with young African Australians often “dreaming of starting their own business”.

Examples of African Australian community start-up activities that were raised at the Conference stretch from:

- Arts and crafts;
- Technology;
- Social enterprises;
- Lifestyle and music related businesses; to
- New innovations.

Many of these start-ups are concentrated in specific local areas such as Dandenong and Noble Park, and in the metropolitan ‘growth corridors’ including Brimbank, Wyndham and Melton.

Significant challenges for African Australians start-ups were raised by Conference participants, particularly:

- Many African start-ups remain less visible as they find it difficult to penetrate the market;
- Failure rate of start-ups by African Australians are higher compared to the average population;
- Limited access to seed funding for African Australian community business initiatives; and
- Experiences of discrimination, unconscious bias, and a lack of self-worth as a result of that;
- Lack of access to incubators and accelerators to support fledgling African start-ups.

African Australians have demonstrated high levels of entrepreneurship and have engaged in small business activities in diverse areas such as transport and logistics, hospitality, cleaning, finance and banking. However, due to a lack of network connections, a limited understanding of Western business practices, and the shortage of experienced mentors within their communities, African Australians are often unable to grow and expand their businesses.

Best practice: ‘Blue Nile’

The ‘Blue Nile’ African Australian Business Education program has been developed to respond to unmet business education needs of recently arrived African Australians who operate in different business environments in Australia.

The program is directed at African Australian entrepreneurs and leaders who wish to expand their business knowledge so that they can access and network with mainstream Australian industry and build their own economic prosperity and that of their communities. The initiative also supports Australians from African backgrounds to better navigate the Australian business landscape and reduce cultural barriers through training. The training includes education on business strategies, finance, managing people, and also access to a mentorship program.

The ‘Blue Nile’ program is an initiative of the Asia Pacific Social Impact Centre (APSIC) at the University of Melbourne. For more information, please visit the APSIC website: <https://fbe.unimelb.edu.au/research/streams/health-and-wellbeing/blue-nile-african-australian-business-education-program>

Community Voice

“How come such a rich community [African] can’t find investors within our own community? We often look outside for investment, and we see ourselves as recipients. It’s a perception that is killing the next generation.”

The Conference also focused on business and start-up opportunities for African Australians. This is a summary of the proposed activities on how to foster entrepreneurship amongst African Australian communities and individuals:

- Promotion of more community-led start-up forums;
- Better access to investment and government opportunities and grants (such as Innovation Victoria and LaunchVic);
- The development of an African communities’ start-up program as part of the Victorian African Communities Action Plan (VACAP);
- Provision of targeted training to the next generation of African entrepreneurs; and
- Changing attitudes, perceptions, and stereotypes about African employees, professionals, and entrepreneurs in the media and the wider community.

Conference participants raised the view that “it is timely that strategic Government decisions and suitable policies need to be made and implemented to better promote entrepreneurship opportunities amongst African community members and young professionals”.

Also, it critical to encourage values education to foster development:

- **Human Capital** – skills, knowledge, networks, education/training, workforce participation, local leadership;
- **Social Capital** – connectedness, social participation, positive socialisation: inclusive, tolerant, safe, involvement in decision-making;
- **Economic Capital** – addressing employability skills, mentoring/training/coaching by business /industry; linking participants with jobs, both part time and full time and / or work experience; and
- All the programs should be focused and based on an independent learning model of an individual and for groups to further the development of entrepreneurial skills.

More significant initiatives should be undertaken to utilise the various potentials of the African Australians for example cultural, linguistic, and practical expertise already with them, as well in terms of making their knowledge matching and update processes even smoother. This would assist in better tailoring their growth programs to their needs particularly in regard to vulnerable communities such as humanitarian entrants from prolonged conflicts such as those in Southern Sudan, Somalia, Eritrea and the Democratic Republic of the Congo.

The Australian Department of Foreign and Affairs and Trade notes that Diasporas are in a better position to make a positive influence on our relations, and a positive influence on the balance of both trade and investment. Being people who know people and processes both on that side as well as on this side, ATT thinks they are in a unique position to assist in that to be in those parts of the world.

Enablers and Enhancements

Several enablers are needed to be put in place to assist the African Australians as recent marginalised arrivals to assist them in their growth endeavours. For example, there is no fully funded on-going capacities enhancement entity(ies) or research specific organisation dedicated to be focusing or capturing data and evidence for contextualising the issues of the African Australian communities into growth prospects for example a Clearing-House. This has led to missed opportunities to:

- Capture, articulate, and suggest specific growth pathways in appropriately strategic ways premised to the cohorts’ circumstances
- Conduct key research
- Collaboratively problem-solve
- Provide robust advice to government and other agencies
- Provide sustained community assistance by being a hub for corporate community knowledge and ongoing research and an information resource

Some of the benefits of this type of enabler would include providing:

1. A central hub for knowledge dissemination and a link for community organisations to form collaborative partnerships for grants to develop relevant services and programs
2. Facilitation of roundtable discussions with key stakeholders
3. Periodic research to determine baseline and benchmarks which can be used to support grant and funding applications, program development and service delivery.
4. Multi-disciplinary research excellence that incorporates evidence-based data, grassroots knowledge and community voices into policy development

Policy recommendation

That the Victorian Government facilitates the establishment of African, community-based small business hubs in local areas to promote social enterprises, entrepreneur network meetings, and business leadership programs to ensure equitable access of African Australians to employment and business opportunities in Victoria.

Policy recommendation

That the Victorian Governments supports small and medium business mentorships programs for African Australians to help them better understand the Australian business environment.

Clearinghouse

The establishment of an African overarching African Australian communities' umbrella body was presented at the conference. A similar African communities' central body previously existed in Victoria (i.e. African Communities Council of Victoria). It was highlighted that a proposed central peak body needed to ensure that it represented the different regions, of Africa including Northern, South, East, West, and Central Africa. It could model itself on existing peak bodies, such as the Ethnic Communities' Council of Victoria, the Federation of Ethnic Communities Council of Australia, the Jewish Community Council of Victoria, the Islamic Council of Victoria, and the Community Council for Australia. Once an African peak body will be established, such an entity will be well placed to establish and manage an African Australian community-led, collaborative and central Clearinghouse (see Figure 1).

The aim of the Clearinghouse is for better responding to developments, expert coordination for appropriate responses, correction of the prejudices, media, enforcing positive stories, and dealing with information and knowledge gaps about African Australian communities' issues.

It was suggested that the Clearinghouse should:

- Develop a data collection system, with robust indicators and targets;
- Monitor, report and evaluate success during implementation;
- Support African Australian field staff to collect and analyse data;
- Support partners to address reporting gaps and develop responsive policies; and
- Create an interface between communities, academia and policy makers (evidence-based decision-making).

Different stakeholders have been challenged to provide appropriate response(s) to and balanced fit for the African-Australians within multicultural Australia. The aspiration remains achieving a unity of purpose by means of what could be conceived as a "one-stop-shop" that should systematically account for central phenomena and co-ordinate processes towards meaningful integration, socio-economic wellbeing at individual, family, and community levels, and enhance community resilience. Community resilience in this regard may be taken to mean communities' ability to utilise its resources, adapt to changes, and function to preserve and promote wellbeing, for example through evidence building and advocacy. The system being proposed should not displace existing organisations and their current varied contributions. Rather, the African-Australian stakeholders and other stakeholders can use the system as a participatory transformational space to coordinate and foster a network of capacities such as: communal leadership, sense of community.



Figure 1: Clearing-House Proposal

Monitoring, Evaluation, and Reporting –Transformational Strategies

Discussion focused on suggestions for specific operations and processes of the proposed Clearinghouse. It is critical to develop culturally sensitive enabling tools for "Positively Enhancing Capacities" for a better fit. The 'Coordinators' should be sharing expert knowledge (at the Clearinghouse), working with the Board and the stakeholders in regard to the undertakings and carrying out deliverables mainly through the transformational strategies such as monitoring, evaluation, relevantly reporting and responding for remedial action. Systems with clear Key Performance Indicators (KPIs), and Priority Flags (PFs) should be put in place for capturing the foregoing as well to enable reporting to the stakeholders about the operations and developments at the Clearinghouse. Different approaches could be used in monitoring, evaluation, and reporting, thus further discussion would ensue in these regards as well to ensure participatory and inclusive approaches. For example the Board should hold monthly meetings, among other matters to appraise the coordinators' work. After the end of each accounting year, Annual General Meeting (AGM) is to be held during which key results of the year of the Clearinghouse will be reported to the communities and other stakeholders including government.



Policy Recommendation and Clearinghouse Action Plan

Victoria Government should be collaborating with communities accounting for cultural sensitivities in a bottom up approach, developing enablers like a clearinghouse for progressively, pro-actively and articulately capturing issues and solutions. The processes should use evaluation methods, data collection, direct to evidence building (authenticity and research conducting), exchanges (e.g. through round table talks) and distributing/ disseminating the information. This type of enabler would act as a data warehouse for African Australian community organizations. Many universities could partner with this and the relevant community groups for better understanding of the major social issues and provide various support in the knowledge creation, sharing, dissemination and engagement.

The development of the clearing-house should be developed in stages.

- Conduct survey to map all African Australian organizations based on missions, programs and key contacts.
- Partner with a nominated university for clearinghouse support.
- Appoint knowledgeable/university academics to oversee process.
- Appoint and work with progressive research students for the formation study process.
- Conduct launch to notify community and government stakeholders.

The settlement and growth processes need to be strongly backed up by appropriate evidence and culturally suitable and relevantly applicable contents.



Dr. Charles Mphande & Dr. Apollo Nsubuga-Kyobe Signifying Importance of a Clearinghouse

CHAPTER 2

Settlement, Interculturalism and Empowerment

African Australians are non-homogenous, multi-lingual, multi-ethnic, and intercultural, follow various faith-beliefs, and are recent arrivals after the abolition of the 'White Australia Policy'. The individual's visa

category of arrival into Australia; whether refugee, skilled, family re-union, and any other tend to influence the process of settlement, and the extent of empowerment that may be needed in the process. Further settlement issues emerged around regional settlement in Australia by the arrivals straight from the refugee camps overseas and through secondary migration. This conference has examined of all these types of settlements.

Settlement

Conference participants agreed that settlement issues were clearly a top priority for the Australian African communities and their members. In the Victorian metropolitan environment, more African Australians are settling in certain Local Government Areas (LGAs) than before; a situation that places demands onto the LGA to provide appropriate settlement services to the respective communities. The main LGAs in no particular order include: City of Melbourne, Maribyrnong, Brimbank, Monee Valley, Yarra, Wyndham, Melton, Greater Dandenong, Darebin, Whittlesea, Casey, Monash, Port Phillip, Hume, Banyule, and Maroondah. For regional Victoria, African Australians have been settling in the City of Greater Shepparton, Geelong, Ballarat, Bendigo, Mildura, Traralgon, Moe, Colace, Warrnambool, Wedonga, Swan Hill, Halimton, and near Mt Gambier to mention a few.

There has been "pull" and "push" factors as advantages or disadvantages to both the regions and migrants for their relocation processes. Two important elements every host community must possess in order to attract migrants are employment and reasonable accommodation plus other support infrastructures (i.e. what local pull factors can offer in the settlement process). These have included a welcoming community that is supportive and allows enhancements to the local culture, access to services, increasing economic and social participations, local transitions/transactions, interactions and, empowerments, accepting increasing diversities, cultures and faiths groups, bridging labor gaps, skills recognition, having a fit-for-purpose resettlement initiatives (adapting), and many indirect benefits. These provide more benefits than disadvantages to both parties, thus migration, settlement, and multiculturalism are pluses to Australia which should be supported and strengthened while initiating regional and metropolitan settlements.

Primary challenges in terms of policy planning and settlement service provision were identified as:

- Programs lack the flexibility to respond to people's individual circumstances, needs, and preferences;
- Lack of culturally sensitive and African-specific settlement services;
- Limited organisational support grants to African Australian community organisations to build their capacity to provide their own African-specific settlement services;
- Service coordination between different settlement service providers, as the case with referrals; and
- Settlement coordination issues between the Australian and Victorian Governments.

It was also noted in the context of government relations that the Victorian State Government needed to play a more pivotal role once people have transitioned from Australian Government Settlement services to State-funded services to prevent and reduce hardship of recently arrived Victorians.

Accessibility and Appropriateness of Settlement Services

A key issue in the settlement discussion was accessibility and appropriateness of services. It was emphasised that while settlement services were generally available, a major challenge was their accessibility and matching it with the clients' critical circumstances as people have experienced significant difficulties in terms of being able to navigate support services. Conference participants highlighted the key role that African-specific support played in their communities. At the same time, people were cognisant about the lack of or prejudice about the capacity of most African Australian organisations delivering settlement services to their communities. Therefore, partnerships between service providers and community organisations were deemed crucial for the delivery of appropriate settlement services.

Representatives from the African Australian community have repeatedly expressed their concerns that people were often required to provide volunteer support to community members in order to fill the gaps of missing services. Therefore, the ATT recommends that the Australian and Victorian Governments consider facilitating more effective partnerships between settlement service providers and grassroots African Australian community organisations. This needed to include the resourcing of



A team that discussed recent Rural Settlement in non-designated zones

African Australian community organisations for their work they are already doing on a 'goodwill' basis.

Because of the range of opportunities that migrants bring, it is necessary for regional communities to think broadly about why is it that they want to instigate their own settlement program. This should provide the foundation for establishing the necessary mechanisms to compel migrants to come and be part of these communities. Such mechanisms may include:

- Establishing links with a group that is interested in living in a regional area;
- Thinking about the number of migrants the regional community can afford;
- Thinking about attractive opportunities (jobs, lifestyle, environment) the regional community presents;
- Profiling the regional community and presenting that profile to the interested migrants;
- Having the support of migrant community leaders; and
- Assisting migrants to maintain relationships with their own community and matching the needs of migrating families with those of the host community.

Conference participants flagged the importance of consulting with African communities to develop and deliver culturally appropriate and effective settlement services. This includes a stronger focus on co-designing services in collaboration with the African Australian community. It is suggested by ATT that the Australian and Victorian governments facilitate the designing, funding, and trialing of suitable settlement partnership models. Trial sites could be strategically located in regional areas with a very large proportion of older residents. The development of innovative settlement

service partnerships in regional Victoria could stimulate economic as well as populational growth in areas of population decline. A good example of a community driven partnership model for settlement related services is the 'Leadership Great South Coast Economic Migration Project 2018'.

Community Voice

"Families increasingly are wanting to move to rural communities as well as families are attracting other families to move from cities to rural places."

"Every successful regional resettlement has had a welcoming 'community' behind it."

"The Federal Government organizing direct resettlement from Overseas to regional towns. The businesses community, attracting migrants and former refugees from Australian cities and overseas to regional towns for employment as the key driver. Note, communities and organizations resettling families attracted by employment, standards of living and engagement in local activities (e.g. farming processes)."

Best practice: Leadership Great South Coast (LGSC) Economic Migration Project 2018

The Leadership Great South Coast (LGSC) Economic Migration Project 2018 are a sub-project group of the wider Great South Coast Economic Migration Project which was started in 2017. One of the major project achievements is its very collaborative approach and includes several entities: Leadership Great South Coast, iGen Foundation, Great Lakes Agency for Peace and Development International, Southern Grampians Shire Council and Glenelg Shire Council.

The aim of this project is to increase the population, diversity and economic growth of the Great South Coast region through supporting a small number of families, originally from Africa, to relocate to the Glenelg Shire.

Key strategic objectives are to:

- Better understand levers to population growth with a view to increasing the Great South Coast population;
- Grow the value and capacity of the Great South Coast's food and fibre industry; and
- Increase inclusion and participation in recreation, arts, culture and community life.

The project has been working to set up a working group in Casterton to help drive the project and ensure community buy-in and showcase the regional townships to potential families by hosting a 'Welcome Weekend'. The project has also been exploring the possibility of relocating up to 10 families from metro areas to the Shire.

For more information, please visit the Leadership Great South Coast website:

<https://www.lgsc.org.au/projects/>

Policy recommendation

That the Australian and Victorian Governments facilitate, trial, and fund new settlement service delivery models that enable greater program flexibility, innovation, and robust as well as genuine partnerships among service providers and African Australian community organisations.

Interculturalism

The Conference also discussed the notion of 'interculturalism' such as in the context of successful settlement and community harmony. Interculturalism is about facilitating dialogue across different cultures but also within the same culture. Interculturalism was presented as an opportunity to bring people from diverse cultural, language, and religious backgrounds together to foster opportunities for meaningful personal interactions. It was argued that in an 'intercultural community' people engage with each other, learn from each other, and share experiences and ideas.

Australia is considered a successful multicultural society, where people from different backgrounds recreate together and share experiences. Yet, there is also the potential risk of not interacting with each other and not knowing the "other", with the risk of creating a segregated community. The view was expressed that "interculturalism is an opportunity to bring together people from diverse backgrounds as well as language and faith backgrounds to create opportunities for meaningful interactions".

Intercultural implies creating relationships between and among different individuals and groups, such as between and among Anglo-Australians, Indigenous people, and culturally and linguistically diverse individuals. Interculturalism is considered to be built on multiculturalism but doesn't replace multiculturalism as it is not a 'brand' but rather a tool to propel harmony in the community. Settlement services in the context of interculturalism would mean services to anyone who is moving into a specific area rather than specific services only to migrants. Further, it also implies that culturally sensitive services should be delivered across the whole of organisation rather than being the responsibility of a specialised department of an organisation.

Policy recommendation

That university research which explores the implications of interculturalism for service delivery is facilitated.



Cecilia Rabecca Mphande discussing strengthening education pillars



Chief Executive of Adult Migrant Education Service, Catherine Scarth, discussing Settlement, Employment and intercultural issues.

Empowerment

The Conference raised awareness about the importance of ethno-specific student groups in enhancing a sense of identity and belonging to the respective community. The African Australian Student Organisation (AASO) provided inspiring stories of leadership to nurture young women's sense of community belonging. The Melton Secondary College's African-Australian Student Club, which was, for example, supported by (AASO), organised its own youth recognition awards during the Cultural Diversity Week. In 2018, the school introduced an African Student Mentoring Program funded by the Victorian Department of Premier and Cabinet working across several colleges.

The impetus to the establishment of the AASO was closely linked to a desire and need for African students to identify with their peers and work collaboratively amongst students from African communities.

The three pillars of AASO outlined in the conference included:

- Tackling issues related to employment such as lack of networks and up to standard resumes;
- Holding 'Training Workshops' for leadership development; and
- Increasing capacity for community engagement/ advocacy to enable young people's voice.

The AASO has worked for example with the Jewish community on a community submission in regards to the changes that were proposed by the Australian Government of clause 18C in the 1975 Anti-Discrimination Act. AASO also helped African students who had family responsibilities to access financial support which has been essential in developing community capacity and respond to hardship. Furthermore, AASO suggested ways that students could be supported to prevent them from dropping out of school such as the need for a culturally

sensitive teaching philosophy incorporating African studies in the curriculum to help the next generation of students to understand the history of their cultures, partnering with NGOs and government agencies, and having sustainable support from key institutions such as from the City of Brimbank to help resourcing the mentoring of the African Australian student's project.

Policy recommendation

That Government, service providers, and community organisations, and African Australian community groups work closely in partnership to facilitate community-based projects, including for vulnerable groups that will foster community empowerment and capacity building across African Australian communities.

Dr Berhan Ahmed, Zione Walker-Nthenda and Abesolom Nega discussing a better understanding, use of the systems, and empowerment strategies.

In summary African Australians would benefit from better coordinated, culturally appropriate settlement support across metropolitan and regional Victoria. The conference focussed on an intercultural approach based on dialogue and mutual engagement with many Australians beyond their ethnic communities. Young and old African Australians requiring knowledge and potentials updates can be further empowered through innovative student and leadership initiatives that enhances their sense of belonging.

Successful settlement requires genuine educational and career opportunities as explored in the next chapter.



Cr Kris Pavlidis, the ECCV Chairperson, the role and importance Multicultural/Ethnic Communities

CHAPTER 3

Education Outcomes and Opportunities

The conference explored adverse factors influencing educational outcomes and opportunities of both young and old African Australians such as stereotyping in the media and apathy in educational institutions, and limitations in having their role models. This section focusses on how to provide better educational and career opportunities for them.

Stereotyping – Prejudices

Some young African Australians in certain educational institutions experienced challenges that inhibited their learning and potential development. The conference discussed how students felt a sense of exclusion from the broader community and felt conflicted in some educational institutions. As well it was noted that the circumstances are compounded by other elements like media narratives of racial profiling portraying an image of young African Australians to be more likely to commit criminal offences than other people of similar age categories. Many young African Australians are very concerned about such stereotyping attitudes and strongly contest them. They see themselves as the 'other' young people of similar age categories. Thus, they need enrichment of/to their education pillars, revamp competencies, skills, abilities, language(s)/ English expertise and being empowered. In the keynote speech by the Victorian Minister of Multicultural Affairs, he added emphasis when he observed that negative promotion of difference, say based on the colour of skin, is a catalyst for prejudice and fear reinforcing dis-empowering views. It was noted that there is a need to revamp the anti-racism strategies to be more effective.

These perspectives also resonate with a University of Melbourne research project that demonstrated the adverse effects that media myths had on South Sudanese young people and their educational, social and economic opportunities. The way people are portrayed publicly has either negative or positive impacts especially on young people's wellbeing. A key part of the Melbourne university research project was community consultation. The study sought young South Sudanese views and voices on how they had been perceived after the Moomba riot and focused on issues related to media coverage, racism, belonging and opportunity. Racist behaviour has been identified as a major concern and included for example bullying in school yards and the lack of commitment from some schools to act upon. This has resulted in people feeling under-valued, a sense of being watched, increased surveillance and control, being labelled, lack of action and protection from the school by teachers and other psychological feelings.

Community Voice

"African students have internalised feelings that they aren't as good as their white counterparts."

Holding them back versus building self-confidence in the school setting

Another manifestation of racism highlighted was about how teachers and schools have been 'pushing' African Australian students onto a certain career or educational path, such as the Victorian Certificate of Applied Learning (VCAL), through outright discouragement into straight academic goals. Students have experienced feelings of powerlessness due to limited education and career opportunities. Young South Sudanese want to belong but have a sense that their belonging is always conditional on having to prove themselves more than their outstanding skin colour.

Changing demographic profile of the Australian cities was described as reflective of the general state-wide and national trend with the increasing numbers of African Australians. The changed dynamics presented socio-economic and educational challenges for the African Australian as high school and tertiary students. For example, the enrichment of education pillars, competencies, skills, language recognition of students are crucial for the successful settlement. Initiatives that focused on the empowerment of young women from refugee and asylum seekers backgrounds is one specific area that conference participants felt required more attention from Government and educational institutions.

Safe spaces for emotional release

The need for African Australians to be able to voice and 'release' their frustrations over racial discrimination in an appropriate, safe, and supportive manner and 'space' was also discussed at the conference. Such emotional 'release' and therapeutic type healing are essential to help foster people's mental wellbeing and is key to strengthen the capacity at the community level, such as for example in the South Sudanese community, to cope with experiences of discrimination. African communities and the community as a whole should work towards a community based on a positive sense of inclusion and relationships based on a common vision cutting across cultural differences. This might include encouraging self-reflection, self-regulation, respectful behaviours and

accessing targeted support services as well as focussing on wellbeing and an inclusive, healthy, and stimulating learning environment. Solutions proposed ranged from targeted strategies and therapeutic wellbeing interventions that support people who grapple with identity issues. A sense of belonging was considered vital for building self-confidence.

Policy recommendation

That innovative media and public relations campaigns are initiated in partnership with African Australian community members with a view to showcasing positive stories of the many educational and professional successes of African Australians in the community. This should incorporate positive attitude change strategies.

Solutions for Positive Education Outcomes

It was recognised that public institutions go through a rapid learning process when interacting with African Australian young people, particularly in the context of education provision. The Melton Secondary College which is located in the Western Suburbs of Melbourne is a good example of a culturally sensitive education approach. Teachers learned how to respond to different cultural groups and committed themselves to a vision of inclusive community and a flourishing educational environment.

Community Voice

“The challenge is to build a community based on a positive sense of inclusion at school and on building positive relationships.”

Positive sport outcomes

Sporting activities such as Soccer, Australian Rules football and Basketball which draw a lot of interest from students have been identified as excellent catalysts to positive behavioural change and as avenues for empowerment. Conference participants also emphasised the vital role that sports has played in enabling intercultural interactions and individual empowerment. The tradition of encouraging students to model themselves on the success of their peers was discussed. The story of a young Melton Secondary College captain, a person with a disability who went on to enrol in an Accounting Degree at university was presented. Such success stories have the potential to create positive narratives and attitudes and needed to be promoted more widely.

Victoria Police support for students

The conference also highlighted the important role that Victoria Police plays in bringing about change and social cohesion by supporting various initiatives including of the students. An example are sports activities, such as basketball, and the facilitation of Kokoda Trail trek excursion in Papua New Guinea. Another program that was referred to at the conference, is the Victoria Police student placement apprenticeships in which co-curricular activities have been developed that encourage high levels of individual and collective growth and facilitate successful post-secondary educational and employment pathways. Further, ‘Cultural Diversity Week’ events which are designed to showcase different cultures, such as through sharing food, were considered key in promoting a positive school culture and inclusive learning environment. Victoria Police many times participate in such initiatives.



Commander, Stuart Bateson discussing Victoria Police initiatives to the African Australians.

The importance of learning typology

Other projects and themes to learn from were presented in the conference. For example, the notion of ‘Learner Typology’, which acknowledged the advancement of diverse linguistic origins of the students with a combination of dual languages from countries influenced by different colonial experiences. It was noted that issues to do with this matter leads to different directions of exit outcomes to different people across different countries where such is experienced in languages and education settings in transit (e.g. refugee’s circumstances). It has implications for health-related issues, social and economic factors, and is relevant in cases of family separation. It is also important to consider the ‘Learner Typology’ concept in empowering young refugee and asylum seeker women

through education. The Conference illustrated how such a learning model could be applied in educational settings.

Policy recommendation

That 'Cultural Diversity Week' continues to be promoted by Victorian educational institutions and that partnerships are explored between schools and African Australian communities to introduce 'Africa Day Australia' commemorations in local areas with a high proportion of African Australians.

Policy recommendation

That the Victorian Government initiates conversations to review the effectiveness of existing strategies to combat racism.

Education innovation

Discussions around education also highlighted the need to advocate for a policy and program design that moves beyond piecemeal projects to co-create a 'Holistic African Australian Education Package' (HAAEP) through partnerships. The overriding objective of the idea of HAAEP is to build appropriate cognitive, social and emotional skills. The development of such skills would be helpful for African Australian students when encountering difficult life experiences and challenges. The introduction of the suggested HAAEP has the potential to alleviate psychological and emotional stress and would help people have a greater sense of belonging to the community.



Ziona Walker-Nthenda, Incubate Foundation & Change Architects

An Innovative Model – The River Nile School

The 'River Nile School' is a good example of an education related project that responds to the cultural needs and preferences of African Australian students. The 'River Nile School' was presented at the Conference as an independent, flexible and 'feel-free' project. It is designed to cater for students with interrupted schooling and refugee backgrounds, mostly new arrivals and old residents of over school age with visa restrictions or no visa status. Over 50% of students are orphans with disrupted schooling. Young South Sudanese and other Africans especially those who struggled to keep up with their studies found support through this project as those people need more support than what is provided by the Centrelink case workers.

The project is run like a business that 'feels like a family' and enables students to have access to meaningful pathways, particularly the Senior Victorian Certificate of Applied Learning (VCAL), an accredited qualification that provides pathways to TAFE, University and Vocational Education Training (VET) certificates, a café and integrated practical learning. Young women challenged by learning expectations, lacking support and having trouble to re-engage with schooling have benefited from this program. Those who fell pregnant were given support at the Nile Learning Centre with some support from the Education Department to avail child care for them to continue their education. Enrolled women are aged 16-21 as schools do not take students over 18.

Expertise in dealing with the impacts of trauma and the circumstances of people's experiences while they have been in transit to Australia and appropriate responses are a major part of the project. To adapt successfully to Australia, students are required to change their way of learning and include the notion of 'critical thinking'. The project provides torture and trauma related counselling services based on the 'Framework for Recovery' in partnership with Foundation House. This is aimed at restoring a sense of safety, control, attachment, and connections to others as well as providing meaning and purpose and a sense of future, dignity and value. The project employs qualified teachers and volunteers to make sure students get personal connections and daily attention. Child care is also available on-site. Some African women support younger women to access pathways to proper paid work where they can succeed, provide life skills such as swimming (including women-only swimming), and a safe place to talk about women's issues. Student ambassadors who graduated last year with VCAL act as a bridge between teachers and prospective students. An example of success is the case of a young woman who went on to nursing, became independent, and found work (More information about the project is available on its website

<http://www.rivernileschool.vic.edu.au/>).

Policy recommendation

That Australian and Victorian public institutions, such as schools and universities, offer culturally sensitive counselling services to African Australians and their families who have experienced trauma in their country of origin or in the transit process to Australia.

In summary the conference presented suggested solutions that build on some innovative best practice examples for achieving better educational outcomes and opportunities for African Australians. Strong and flexible family relationships are key to adapting to life in Australia. The next chapter addresses some difficult aspects of the changing family role, intergenerational breakdown and youth disengagement.



Dr Berhan Ahmed (Shiday), CEO, AMMEYS



Robert Adeur, discussing education pillars

The ATT Board



Berhan Ahmed



Martha Borena



Kenyatta Joshua Dei Wal



Haileluel Gebre-selassie



Fredrick Muyemba



Wadzanai Nenzou



Apollo Nsubugakyobe



Muza Ntuwah



Robert Olney



Dr Steve Rametse

CHAPTER 4

Thriving Families, Non-Violence, Youth Empowerment, Values Retention, Law and Order

The conference placed a significant emphasis on family relationships and family violence issues, and illustrated how these interlink with the migration experience. For example, African Australian families often experience breakdowns as younger people are disengaged from their parents or because gender relationships change significantly after having moved to Australia. These changing family relationships were to a great extent attributed to the challenges associated with acculturation in Australia. For example, when people migrate to Australia, family decision-making shifts from the male being the primary decision maker to a joint decision making 'role' in families. Adapting to this 'cultural shift' can be difficult for men when migrating to Australia.

Community Voice

"Children start following Australian culture but not the culture of their parents."

Changing roles in families

Also, the acculturation process that people go through impacts directly on the family unit. For example, when children become to see themselves as 'consumers', they might be less likely to be involved in community or family activities and think more about 'themselves'. Also, many African Australians, especially younger people, may feel they are not part of the wider community which can have adverse impacts on their mental wellbeing.

Conference participants were concerned that many African Australian families encounter challenges to maintain their family unit due to issues such as:

- Cultural and generational divides between younger people and their parents;
- The changing role of the male being traditionally the 'head of the family'; and
- Difficulties for parents and young adults to access adequate employment opportunities.

Often African Australians, particularly the ones, who feel they are neither part of Australia nor would they be at home in Africa, as they spent most of their time in Australia.

Community Voice

"It takes the whole village to raise a child."

Young people misunderstood in public places

One of the conference presenters pointed out that it was inappropriate and irresponsible to portray young African Australians as criminals in the media as this has the potential to fuel more violence rather than to reduce it. It is common that police are called out to what is suspected to be a 'robbery' and then at arrival the police realise that young people are simply congregating or buying drinks after school. Young African Australians are being over proportionally surveilled in shopping malls and can't even gather there with their friends. Situations such as these are challenging for police but for younger African Australians as well. Such personal experiences impact adversely on the trust and confidence in the 'system' of younger African Australians. It is crucial that trust in public institutions is maintained so that younger African Australians can 'go about' their day-to-day activities.

Some Recidivism, Radicalism and Mental Health Issues

During the conference, concerns were voiced about the rate at which African Australian youth are undergoing incarceration and its impact on mental health. Community engagement should work with various stakeholders as well help devise appropriate solutions to prevent youth re-offending, noting the critical importance of reducing recidivism (vicious cycle of coming out of prison then re-offend and be back in prison). A consensus was that prolonged youth disengagement and disenfranchisement are among the main causes of recidivism in the African Australian young people.

A proactive strategy that comprehensively addresses the root causes of socio-economic disengagement such as lack of education, skills or employment are recommended as partly preventative or intervention strategies. Family and community support for the African Australian youth released from correctional facilities is crucial.

Unanimity acknowledged that marginalisation, exclusion, indifferent treatments and top-down hard-line approaches are partly blamed to the ineffective stances of tackling youth radicalisation, which has somehow graduated into terrorist activities as well driven by extremism. Conference discussion noted that such measures have proved incapable in deterring young people towards radicalisation as it is assumed that treatment on the symptoms rather the underlying causes. Early positive engagement with the communities and working together in well understanding the respective point of views and perspective of the parties is a critical preventative strategy. The waiting for the individual to become engaged in radical activities by meting out punishment, or treating or analysing the root causes of the problem, in a way this nurtures the problems. It is agreed to add other strategies along with the necessary state security deployments eradicating the root cause behind youth radicalisation. Further deeper discussion is critical in connection with the African Australian cohorts especially youth.

Consequently, the conference discussion did not draw precise preventative measures that would help addressing youth social marginalization and disempowerment. Suggestions were made in regard to schooling support, sporting activities, community engagements with police, further faith dialogues as well as making a greater attempt to objectively understand issues in background of the groups/communities that have settled in Australia. Undertaking the foregoing suggestions some effective outcomes are likely to emerge. Disenfranchisement in the social, cultural or religious contexts can render young people more vulnerable to being recruited by extremists. Estrangement from one's family and community exacerbate cultural marginalisation and social disillusionment needs to be prioritised.

Community Voice

"We need to embrace the challenges, lead the changes, and focus on what we can do in education. Relationships are the foundation of peace."

Strengthening family and community relationships

The ATT highlights that more targeted, culturally sensitive support for African Australian families and younger people is required to help people better 'master' the individual, cultural or social challenges that may arise as a result of the settlement or post-settlement process. It was identified that culturally sensitive services have the potential to strengthen family and community relationships and also to prevent or reduce the disruption of families and the disengagement of younger people from the wider community.

Best practice: Catalyst Foundation project 'Partnering with Men Toolbox'

This project acknowledged the key role that men played in reducing family violence. Evidence has indicated that involving men reduces family violence. One of the project findings, which is also supported by the literature, indicates that often women don't leave their partner despite all of the abuse.

Primary reasons for this can be:

- Women may think that the male behavior is normal as they are used to it;
- Religious or cultural beliefs make leaving the partner very difficult;
- The woman misinterprets how violence is defined in Australia;
- A feeling of powerlessness, fear, and shame;
- Love for the partner and self-blame;
- Mutual children and responsibilities for them;
- Being socially isolated;
- Fear of needing to access services, especially if the person's English language skills are limited.

The project found that it is important to directly engage with men, because it is mainly men who commit domestic violence; to challenge the traditional ideas of 'masculine' and 'feminine' and promote equal relationships; given that men actually care about the women in their families and communities; as men coming from patriarchal societies that benefitted them need to be educated on how to challenge these norms; and because men play a critical role in setting examples to other men.

As part of the project, a 'Partnering with Men Toolbox' was developed to encourage African Australian male leadership in the prevention of domestic violence. The toolbox includes:

- Fact sheets of relevant reports;
- Information about the laws;
- Videos that raise awareness of domestic violence in African Australian families;
- A glossary of relevant definitions;
- An online survey; and
- Relevant help lines and services for men, women, and children.

"This is a man-to-man thing – if a woman does that, we will be addressing the symptom, but not the issue."

For more information, visit the Catalyst Foundation's website: <http://www.catalystfoundation.com.au/>



Dr Steven Rametse, discussing the relevance of the "Ubuntu Philosophy in the Africans' settlement in Australia



Jerril Rechter, CEO, Vic Health

Policy recommendations

The two top levels of Government collaborate with relevant communities to formulate proactive strategies that seek to address the root causes of African Australian youth disengagement and disempowerment.

That the Australian, Victorian, and local Governments invest in the delivery of culturally sensitive counselling services and family assistance directed at African Australian families and individuals, including younger people to foster individual and community wellbeing.

Values Retention, and Law and Order

One of the issues raised at the conference was the integration of African Australians who had been released from custody. It was outlined that a key focus area of the Victorian African Communities Action Plan is justice system related issues.

A pilot project has been initiated that works with African Australians on their support needs post custody release and to identify their main challenges as people return to the community. It was noted that while pilot project participants expressed that they generally felt being supported by their family but they felt less so about the community.

Community Voice

"The African community is very judgemental and I don't know how they are going to treat me when I come from prison."

Ubuntu Philosophy

It was also mentioned that in order to understand the culture of Australia, it is also very important and relevant to be aware of one's own cultural origin. Conference participants alluded to the African 'Ubuntu' philosophy in that context. Ubuntu recognises that people have individual as well as collective needs. Key tenants of Ubuntu are community solidarity, mutual respect, compassion, and hospitality. Learning from Ubuntu can help people to better understand their own culture and roots. Its utility lies in building the character of the individual to raise his/her social consciousness.

The conference emphasised that raising awareness on Ubuntu, especially in African diaspora communities such as in Victoria, might help younger people to develop personal and community-based values as well as to feel a stronger sense of identity and belonging. Community education on Ubuntu in African Australian communities might also foster a stronger sense of multicultural harmony and belonging as Ubuntu is a very inclusive concept. The values of Ubuntu transcend the five core values mirrored in the Victorian Government's Multicultural Policy Statement. Further, Ubuntu has the potential to empower people and families as it can help to bridge intergenerational divides amongst family member through strengthening common core values.

Policy recommendations

That service providers in Victoria consider co-designing their services in conjunction with African community members to deliver best practice in service delivery and by taking into account specific African cultural and moral norms and principles such as the notion of 'Ubuntu'.

In summary the importance of strengthening family and community connections across genders and generations was highlighted. This leads to the next section on the importance of good community leadership and supporting the resilience in African Australian communities.

CHAPTER 5

The Importance & Buttressing of Community Organisations, Leadership of African Australians, and Resilience

As multiculturalism is a celebrated asset in Australia, in the space community organisations is vehicle used for health living, integration, cohesion, inclusion, social and economic development. These are in part achieved through having a well lead community organisation and exercising some forms pliability. For these reasons, the African Think Tank developed and has delivered one of the most successful; the African Leadership Development Program (ALDP) that over the 8 years of its existence it has had over 250 African Australians graduates, who are not only leading, as well have been founders and managers of many of their community organisations.

Leadership of African Australians and Resilience

The conference focused on leadership skills and roles in the African communities. It was recognised that good community leadership is required to achieve progress in the community and to help create long-term sustainability for community activities. It was recognised that active leadership is very conducive to multicultural community harmony and helps to strengthen relations among community members. An important part of leadership is to advocate and speak up for the community. The issue was raised that for some people engaging in leadership roles in their communities is less appealing as this requires significant time and a long-term commitment.

Community Voice

"The leader's best quality is when they empower others."

The capability to engage with and listen to the community were considered key leadership skills. Further leadership qualities comprise the willingness to share information with group members and be 'accessible' for members of the community. It was mentioned that it is important to increase the engagement of younger people in community activities and foster their leaderships skills, including by mentoring. The question was asked at the conference: "What qualities are needed in leaders?" One of the conference presenters emphasised the key role that mentors play for leadership development skills

and elaborated that usually "great leaders stand on the shoulders of giants".

Community Voice

"To become a confident leader, rise above all the boxes that people try to put you in."

The conference highlighted that effective leadership is also about being prepared to volunteer and help out, being respectful to and supportive of others and also to be inclusive in one's leadership approach (e.g. refrain from 'gatekeeping'). People expressed their concerns that while many people are passionate about supporting their community through volunteering, new and emerging communities, particularly African Australian communities, generally have currently limited organisational capacity to be able to afford to reimburse people for their time and travel costs or pay expenses for community events and activities.



Abeselom Nega, CEO, iEmpower

Best practice: 'Taking Action in Leadership' – Melton City Council

The Melton City Council, located in the outer western suburbs of Melbourne, has undertaken a project on 'Taking Action in Leadership'. As part of the Melton City Council community leadership program with African Australian communities, a working group was initiated to proactively respond to stereotypical, non-positive media coverage on African community issues and to provide local African Australian residents with an opportunity to contribute towards changing the public narrative on African communities. The working group has been made up of volunteer representatives from different African communities as well as representative from the City Council, including the Melton City Council's Mayor.

The group provides advice to the Council on issues affecting African communities and a safe place for African community members to participate in the council's decision-making process, advocate on African communities' issues, foster people's leadership skills, exchange information, and help improve council services through co-designing (for example on how services should look like).

Project activities included a demographic 'mapping' analysis, an assessment of the growing and changing needs of African communities in Melton, as well as the facilitation of the 'Black Excellence Event' to showcase successful people and activities within African Australian communities. The group has received an award for their community action leadership and for the innovation of creating such a project.

Conference participants expressed their frustration over not being able to participate in the decision-making process of governments. People expected local governments to be more focussed on engaging African Australian community members in their decision-making process and in supporting people to better access local services. Conference participants considered strong partnerships between Local Councils and their African Australian residents vital as well as valuable, as the example from Melton has shown.

Community Voice

"We are not involved in decision making, there are no safe spaces, there is no information exchange, we can't advocate for ourselves."

Community resilience

One of the conference presentations focused on the importance of 'resilient' African Australian communities and their members. Individual resilience was considered the ability to manage adversities in spite of people's traumatic experiences such as in their country of origin or as part of the migration and settlement process. Community resilience is the capacity to respond to such individual experiences of trauma and their management at a community level. It was emphasised that community resilience can be supported through targeted community initiatives including community platforms and education activities to cope with potential adversities.

Policy recommendations

That local governments in Victoria consider strategies to increase African Australian community members' participation in their Councils' engagement and decision-making process to better reflect the diversity of the local population and respond to the African Australian residents' needs, especially in those areas with a high African Australian population.

Importance & Buttressing of Community Organisations

The Centre for Multicultural Program Evaluation works in partnership with academics and representatives from African Australian and faith communities to help designing appropriate programs and evaluate their effectiveness. The Centre works to strengthen community capacity building through evidence-based data analysis and evaluation.

Community Voice

"Multicultural civic participation in Victoria requires us to mobilise as leaders and foster intelligence in our community to ensure our voice is heard."

It was emphasised that multicultural communities and organisations need to be provided with tools that help them to collect their own data and inform their practices. It was noted that by strengthening the intellectual leadership and cultural expertise of community organisations the public decision-making process can be easier to be influenced.

Community Voice

“It’s up to us to make sense of the ‘messy reality’ using evidence to enable our settlement and integration in Victoria- we can do it.”

The vision of the Centre for Multicultural Program Evaluation is to:

- Change the way programs are developed and evaluated;
- Influence the design of settlement services provided to African Australians in Victoria;
- Encourage the civic participation of communities and ‘place them in the centre’;
- Train community ‘co-leaders’ on how they themselves can collect data rather than to be collected by an agency; and
- Conduct social research on negative attitudes towards migrants and refugees.

Policy recommendation

That the Victorian Government allocates resources to build the research capacity across African Australian communities to develop research tools and methods that enable African communities to collect their own data with a view to enhancing the evidence base for Victorian Government programs directed at African Australians.

Policy recommendation

That the Victorian Government provides support to African community organisations to train their own community researchers on how to collect data and evidence in African Australian communities to help inform community best practice and advocacy as well as the design of public services in Victoria.

It has been repeatedly highlighted that more needs to be done by the community, service providers, and government to foster the capacity of African communities and organisations. Conference participants were aware that most African Australian community organisations lack in capacity to deliver government funded African-specific services to the members of their community; in the way that some of the more established migrant communities can successfully deliver such as ethno-specific aged care.

African communities have long called for Government assistance for organisational capacity building support, to deliver services such as for the areas of welfare, emergency relief, settlement services, family violence prevention, employment services, and health and aged care services.

Best practice: African Communities Foundation Association Inc

The African Communities Foundation Association Inc (ACFA) is a state-wide organisation that aims to bring together African-Australians in Victoria who trace their genealogy mainly from various African countries as well as those who feel connected to Africa. One of the organisation’s key objectives is to address issues that have an impact on the settlement process of African Australians. This includes the provision of culturally-sensitive services to support the integration of African migrants. The organisation currently delivers an after-school homework support program for school children of primary and secondary schools and their parents in the inner Melbourne suburbs, particularly Collingwood and Fitzroy.

From 2001 until 2017 the organisation, then known as the Eastern and Central Africa Communities Association of Victoria Inc., managed and delivered holistic African-specific settlement services, which were known as ‘African Holistic Settlement Services’ and funded by the Australian Government.

For more information about ACFA, please visit the organisational website <http://africanfoundation.org.au/about-african-communities-foundation-australia/>

Policy recommendation

That the Australian and Victorian Governments work more closely in partnership with African community organisations to build their organisational capacity to enable the provision of African-specific settlement services in order to adequately respond to the cultural, spiritual, and linguistic needs and preferences of recently arrived African Australian migrants.

Strengthening family relationships to improve the quality of life of African Australian also requires a focus on positive ageing discussed in the next chapter.

CHAPTER 6

Health, Wellbeing and Ageing with Dignity or Positive Ageing

These are “Human Rights entitlements” which require guarantee to all people principally by the State and other universal international respective bodies. This conference focused on the matters seeking solutions for improvements in regard to African Australians life styles beyond 2030. Among other things; migration and settlement impact on health, wellbeing and ageing circumstances. For example, the Africans’ life styles in Australia changed and in some cases lead to obesity, stress and some trauma, lack of exercises, perpetual tiredness for hard long hours working with less sleep, violence, risky cultural practices and unhealthy living styles, drug and alcohol abuse, family tensions, isolation, mental health, crime, recidivism, radicalism, and the foregoing is added to ageing without adequate support.

Health and Wellbeing

According to the World Health Organisation (WHO) health and wellbeing refers to a state of complete physical, mental, and social well-being and not merely the absence of disease. The conference examined and discussed a number of health challenges that confront the African Australians. It sought ways of dealing with them in future especially in the areas of women’s health (e.g. FGM), youth risky behaviours (smoking, drugs, and alcohol), men’s health, mental health, and exercising, ageing and palliative care.

African Australian communities are ageing for the first time in Australia, in a country that is viewed as a place of opportunities. Unfortunately, as the conference presenters described, these opportunities are not always evident and African Australian seniors continue to encounter barriers to accessing services. Moreover, it was stated that the majority of Australian aged care and health service providers are not yet prepared to deliver culturally appropriate and safe supports to a very diverse African Australian population. It was outlined that African Australians are often – incorrectly regarded to be a homogenous group. Care is considered to be primarily a ‘family matter’ in African Australian communities, therefore, people’s knowledge about external support and aged care services is considered to be less important. These circumstances often result in a low uptake of services by older African Australians and impact on the family unit, as for example younger people are forced to resign from their jobs to be able to care for their parents.

Community Voice

“There is a need for a conversation about the African population that is ageing, for this topic is blank at the moment.”

As part of the Federation of Ethnic Communities’ Councils of Australia (FECCA) “2020 Vision for Older CALD Australians” key priorities to support the healthy ageing of culturally and linguistically diverse seniors were identified. FECCA member, the Ethnic Communities’ Council of Victoria (ECCV) considers African Australian communities to be ‘emerging ageing’ communities. Based on the ECCV Discussion ‘Paper Building New Bridges – Strategies for Healthy Ageing in New and Emerging Communities’ culturally diverse emerging ageing communities have the following characteristics in common: culturally diverse communities are experiencing an increase in their aged population; communities have settled in Australia more recently; and communities lack community infrastructure and ethno-specific services.

Examples of African Australian communities with a significant proportion of older people:

- Victorians aged 55 and over who were born in South Africa (7,340);
- Victorians aged 55 and over who were born in Egypt (7,281);
- Victorians aged 55 and over who were born in Mauritius (4,565); and
- Victorians aged 55 and over who were born in Zimbabwe (774).



Key issues impacting on older African Australians uptake of services that were identified are:

- Little knowledge of African Australian seniors about their rights and the culture of service provision common in Australia;
- People's misconception of aged care services and palliative care;
- Low health literacy of African Australian seniors;
- Aged care is considered to be a service based on the principle of charity rather than entitlement;
- Issues related to social isolation and elder abuse;
- Little English language proficiency of older African Australians;
- Lack of cultural competence of service providers;
- Issues of cultural sensitivity and appropriateness.

Community Voice

"We Africans don't know these things."

The issue was raised that little social and demographic research has been undertaken in relation to African Australian communities and their needs. Conference participants also questioned the reliability of available demographic data on African Australian communities as community leaders have identified that the Australian Bureau of Statistics (ABS) Census figures did not match with the actual number of community members, as many African Australians either do not take part in ABS Censuses or do not wish to state their country of origin. One participant pointed out that he knew more African elders in the Western-metro suburbs than there were shown in the ABS Census. A challenge for older African Australians to access aged care services is that often people's biological age does not reflect the age shown in official identification documents. Given that the eligibility age for aged care services in Australia is generally 65, some older African Australians are missing out on aged care services due to inaccurate documentation.

Further, the conference drew attention to the fact that the Australian Government has adopted a policy that supports early intervention and care at home to maintain people's independence for as long as possible and to prevent premature admission to residential aged care. One of the conference speakers referred to the duty of aged care service providers as part of the Australian Aged Care Act to support every Australian to age with dignity. The Aged Care Act 1997 specifically states that it is the responsibility of service providers (clause 2.1) to facilitate access to aged care services by those who need them, regardless of race, culture, language, gender, economic circumstances or geographic location and to encourage

diverse, flexible and responsive aged care services.

Suggested strategies or policies that assist services providers to cater for culturally and linguistically diverse seniors included:

- Addressing communication barriers, such as consistent access to translating and interpreting services for clients;
- Recruitment of bicultural workers to help facilitate access of clients to services and improve health outcomes;
- Cultural inclusiveness needs to be embedded in everyday life activities;
- Diversity practices need be integrated in all organisational systems and practices; and
- An overarching diversity approach to address individual and unique needs and characteristics of clients.

Best practice: Diversicare's Ethiopian coffee roasting ceremony

Diversicare is a community and residential care provider in Queensland. Diversicare has been organising Ethiopian coffee roasting ceremonies for residents of their aged care facility to showcase the culture of a resident from an Ethiopian background. Stories about the tradition and the purpose of the ceremony were shared with residents and made the Ethiopian senior feel proud of her heritage.

The activity helped residents to familiarise themselves with this Ethiopian tradition as well as better relate to their Ethiopian neighbour and gave meaning to Ethiopian hospitality. Residents in the aged care home were so delighted about the Ethiopian coffee ceremony that they asked for more opportunities to explore the Ethiopian way of life. For more information about Diversicare, please go to their website: <http://www.diversicare.com.au/>

Policy recommendation

That the Australian and Victorian Governments consider commissioning a demographic and needs analysis of African Australian seniors in Victoria.

Policy recommendation

That the Australian Government provides funding to train mainstream aged care providers on how to provide culturally sensitive care to African Australian care recipients.

Ageing with Dignity and Positive Ageing

African communities expect to age at home and stay independent for as long as possible. The concern was raised that ageing well in African communities was not duly considered by public decision-makers, as aged care needs were often not associated with African communities. Bi-cultural and bilingual care and staff were considered vital to establish trustful relationships between service providers and African Australian seniors and their families.

As more and more African Australian seniors require access to care, policy planners and services providers need to consider questions such as these

- What does ageing well mean for African Australians?
- How can they become part of service provision and the broader community?
- How to address access and equity issues in service provision?

Best practice: ECCV emerging ageing co-design project

The Ethnic Communities' Council of Victoria (ECCV) delivered an 'Emerging Ageing' project in partnership with Per Capita. The project applied a co-design approach to engage with new and emerging communities from Tamil and Arabic speaking backgrounds to learn what healthy ageing means for these communities and how to improve their wellbeing as people age. The project team actively engaged with community members by training 'community researchers' and documented older people's experiences, habits and personal preferences. A number of workshops were facilitated to 'test' the project findings followed by the development of recommendations and potential solutions.

One of the recommendations was the development of a 'Welcome Kit' to help new and emerging communities and their seniors to navigate services when arriving in Australia. It was suggested that such a 'Welcome Kit' included information on transport, health and community services, support groups, employment services, and English language classes. ECCV continues to advocate for government support for the development of such a kit. For more information, please visit the ECCV website <http://eccv.org.au/wp-content/uploads/2018/09/Emerging-Ageing-final-19042018-compressed-1.pdf>

Conference participants advocated for more Government investment and support for the establishment of culturally sensitive policies and aged care programs to better cater for the needs of the increasing number of African Australians seniors. Culturally sensitive aged care programs can play a key role to ensure access and equity in service provision. It was suggested to consult more with African Australian communities and seniors on their specific needs and preferences as well as unique characteristics to help develop more culturally sensitive support services for African Australian seniors.

Community Voice

"Older African Australians are fountains of knowledge – you can't be too busy to look after them. Keeping them close will provide you with knowledge, roots and identity."

Additionally, African Australians seniors often feel that their traditional knowledge and wisdom is less useful in the Australian cultural context and that they strongly depend on their families, especially their younger members, to navigate and understand the Australian service system and culture. It was noted that African Australian seniors feel less valued as they have lost their role as respected 'elders' of the community after migrating to Australia. This has adversely impacted on older people's sense of self-worth, wellbeing and health.



Policy recommendation

That the Australian and Victorian Governments facilitate community education and one-to-one support services to older African Australians and their families to help people better understand and navigate the Australian aged care system.

Policy recommendation

That the Australian and Victorian Governments consider to facilitate the development of a 'welcome kit' for seniors from new and emerging communities to better inform people about available services when arriving in Australia.

Policy recommendation

That the Australian and Victorian Governments facilitate capacity building for African Australian community organisations to enable them to deliver care to seniors from African Australian communities.

Policy recommendation

That the Australian and Victorian Governments consider providing support to African Australian organisations to develop their organisational and business skills as a well as aged care sector specific knowledge in the delivery of aged care services including through mentoring opportunities.

Policy recommendation

That African Australian community organisations explore partnership opportunities with established migrant communities and their organisations to help deliver more culturally appropriate care to African Australians.

Policy recommendation

That aged care service providers work in genuine partnership with African communities to design more culturally sensitive aged care services and programs for African Australian seniors.

In summary as African Australian people age it is imperative that the aged care sector is well-prepared to respond to their diverse needs in culturally appropriate ways. Just as older culturally diverse cling to their cultures we are increasingly in a world where distances between countries are no longer so great. The next chapter looks at the impact of trade and business connections between diaspora communities living in migration and their home countries in the African continent.



Keith Bhebhe discussing Mental Health Issues



Tatek Menji sharing experiences looking after aged Ethiopian-Australians in Maribyrnong LGA



Zeinab Hussein, sharing experiences of looking after aged Emerging Communities, particularly African Australians in the Brimbank LGA

CHAPTER 7

African Australian Diasporas and the Countries of the African Continent

The African continent is 'rich' in diversity. This applies to its diverse societies, political systems, economic structures, cultures, ethnicities, tribal affiliations, languages spoken, religions practiced, and people's spirituality. This includes that African countries and regions have experienced different types of colonial influences. The African continent is also very diverse in terms of its different geographic regions and climate zones and is 'home' to currently 55 countries.

Community Voice

"Look beyond what is here, beyond Australia. It is about you having the skills and the expertise. It is about knowing what you want to do."

Diaspora can be defined as anyone who lives outside one's country of origin and still maintains a connection to the homeland. According to the African Union, the African diaspora is "consisting of people of African origin living outside the continent, irrespective of their citizenship and nationality and who are willing to contribute to the development of the continent and the building of the African Union (For more information, please visit the African Union website <https://au.int/en/diaspora-division>).

Based on 2012 World Bank data, the estimated number of African diaspora across the globe's continents is: Latin America, 112.65 million; North America, 39.16 million; Caribbean, 13.56 million; and Europe, 3.51 million (For more information, please visit the World Bank website https://siteresources.worldbank.org/INTDIASPORA/Resources/AFR_Diaspora_FAQ.pdf). The African Australian population is estimated at 380,000, based on the 2016 Australian Bureau of Statistics' Census figures.

Community Voice

"I became black for the first time after arriving in Australia."

The global African diaspora contributes to development and change in Africa, particularly through remittances and the transfer of know-how as well as technology. For example, Africa receives approximately US\$60 billion in remittances annually (for more information, please visit

the African Development Bank website https://www.afdb.org/fileadmin/uploads/afdb/Documents/Publications/African_Economic_Outlook_2018_-_EN.pdf).

One of the conference presentations highlighted that most Australian universities have little knowledge on how to engage with universities in Africa. Currently, the Australian Government does not have a clear policy or strategy related to Africa, as the case with Asia for instance. The Africa Research and Engagement Centre of the University of Western Australia, is a good example of changing that narrative. The Africa Research and Engagement Centre continuously raises the profile of Africa related issues in the public through events, engagement with the local African Australian community, advocacy, collaborative efforts, and teaching of Africa studies. The Centre focuses on research in the areas of political science, international relations, international development, sociology, and anthropology.

Best practice: The Africa Research & Engagement Centre

A good practice example of fostering relationships between Australia and the African Australian diaspora communities is the University of Western Australia Africa Research & Engagement Centre. The Africa Research & Engagement Centre is the first of its kind in Australia. The Centre has been focusing on enhancing relationships between Australia and Africa and also on engaging with Western Australia-based African communities. Further, it supports African students in their studies and promotes African studies to local students.

The Centre is able to draw upon the knowledge, ideas, and experiences of the growing number of communities and people in Australia of African origin, which includes the employment of African Australians at the Centre. The Centre is increasingly engaging with Government entities and is also planning to facilitate a conference that will focus on exploring African diaspora topics in the context of Africa-Australia relationships.

For more information, please visit the University of Western Australia's website <https://www.afrec.uwa.edu.au/>

The Conference also drew attention to the potential Africa Australia business, trade and employment opportunities. For example, as the population of Africa is significantly growing, businesses activities and investment opportunities to Africa are expected to increase.



Dr Mimmie Claudine Ngum Chi Watts MPH, GCTE, PhD discussing the changing Africa, opportunities and challenges and how to fit.

The seven foregoing chapters have presented the extracts for the conference presentations with subsequent “Community Voices” and relevant “policy recommendations” whilst the next chapter summarises some key new contents and highlights implications worth drawing for the future beyond 2030.

Community Voice

“The African community here will increase opening gateways to the world.”



Pino Migliorino

Community Voice

“There are a lot of jobs and opportunities (in Africa) in e-commerce, in programming, social media, blogging.”

As a number of African Australians are overall very highly educated (i.e. high proportion of African Australians with both undergraduate and postgraduate university degrees), it was suggested that their professional as well as local, cultural, and linguistic know-how needed to be better utilised in the strengthening the Africa-Australia trade and business relationships. The skills of highly qualified African Australians are suitable for areas such as resources acquisition, utilisation and trade, IT and technology industries. The Australian Department and Foreign Affairs’ and Trade (DFAT) overseas missions in African countries has been calling upon the Government to utilise that potential (DFAT Africa Desk submissions to the discussion).



Policy recommendation

That the Australian and Victorian Governments facilitate the establishment of African communities' peak body in Australia and Victoria to build the capacity of African Australian communities and organisations.

Policy recommendation

That the Australian and Victorian Governments, particularly as part of the Victorian African Communities Action Plan, consider the establishment of an African Australian communities-led Clearinghouse to improve knowledge and awareness of African communities' issues in Australia.

Policy recommendation

That the Australian Government develops a cohesive Africa-Australia Strategy with a view to strengthening cultural, political, social, economic, educational relationships between Africa and Australia.

Policy recommendation

That the Australian and Victorian Governments consider funding student exchange and scholarship programs as well as research partnerships with a view to strengthening relationships between African and Australian universities.

Policy recommendation

That the Australian Government considers negotiating social services agreements with African governments to help eligible African Australians to access the Australian social security system, such as the age pension, in their African country of origin.

Policy recommendation

That the Australian Government considers the development of trade, business, and recruitment strategies, including the targeted recruitment of highly-skilled African Australians for Australian Government' overseas missions in African countries, with a view to better utilise appropriate skills, expertise, and know-how of African Australian graduates, employees, and entrepreneurs and strengthening Africa-Australia trade, business, and governmental relationships.



Dr David Mickler discussing the importance of the African Studies and Research in Australia

CHAPTER 8

Summary Suggestions and Recommendations for Further Actions

This chapter focuses on certain key new contents and implications from the conference as well as contributions for improving African Australians within Victorian and Australians multiculturalism, social cohesion, and inclusion. Also, it highlights the proposed agendas for the settlement, integration, and improvements in the African Australians affairs for lifting the Victorian African Australian communities to the next level, beyond 2030 beyond the implementation of the “Victoria African Australians Communities Action Plan” (VAACAP).

As this conference intended, it explored, proposed, and commended solutions that could enable the African Australian development and empowerment rather than just their adaptation in the Australian environment. Notably, more lessons have been learnt from various stakeholders concerning challenges that have disabled further articulation on opportunities for socio-economic advancements among other matters.

Opportunities Enhancements

In regard to **opportunities enhancements**, the conference emphasised the need for continuous policy revisions, having accelerated enablers, and support; all developed after joint consultations among stakeholders, principally the African Australian communities. Such approaches would not only mitigate against the rising failure rate of the African Australians small business start-ups, (e.g. in Footscray, Sunshine, St Albans, Noble Park, Dandenong, West Heidelberg and more), as well it will improve employment chances in addition to participation into various sectors of society, economy, public jobs in LGAs, besides corporate governance platforms. As a result, the approaches will obviate alienation, marginalisation, and glass ceiling; empowering the respective individuals, communities, inspire the Australian governments and the corporate sector to consider recruitment of the appropriately skilled African Australians for relevant overseas engagements particularly in the countries of the African continent.

A need for more enablers like a “development of a clearinghouse” has been emphasised as part of the key inputs to help the various African Australian group’s circumstances. Some details of its importance, impact, and operationalisations have been discussed in chapter one. For example, it would progressively, pro-actively and articulately capture evaluate, and systematically co-ordinate issues and solutions with cultural sensitivities through articulated methods, and data collections, as well as directing to research conducting (problem

solving), added to exchanges after round table talks and distribution of the information. The clearinghouse will act as a data warehouse for African Australian community organisations. Many universities may partner with the ATT and the relevant community groups to understand major social issues and provide various support for the knowledge creation, sharing, dissemination and engagement.

Among other things the Victoria African Australian Communities Action Plan (VAACAP) is intended to achieve certain goals for African Australians from 2018 to 2028, which includes:

- Providing lessons ensuring that the African Australians build better communities by appropriately responding to the changing challenges and opportunities within the potentials of the Victoria multicultural context (celebrating multiculturalism),
- Enhancing values of respect, freedom, fairness, equality before law, and responsibility of all irrespective of colour, creed, beliefs, gender, political affiliation, sexual orientation, and national origins,
- Supporting increased contributions to Victoria in terms of knowledge, potential skills, abilities, competencies, and talents,
- Giving a voice to multiple generations together who have migrated to and those born in Australia but feel connected to the countries of the African Continent.

Settlement, Inter-Culturalism, and Empowerment

Regarding **settlement, inter-culturalism, and empowerment**, the conference noted the increased formation of African Australian community organisations as a way of dealing with various gaps in settlement processes with views of improving their respective circumstances for forging greater participation. This despite its merits re-examination and implantation need to be strategic. Nevertheless, there is enhanced community engagement, increased demand on rights and freedoms, conscious of responsibilities, more visibility and being assertive, for example, in the need’s articulations despite a critical need for “unity of purpose” in these non-homogenises groups.

Also, noted is an increased ratio of African Australian skilled migrants than other categories such as family re-union, refugees and humanitarian entrants. In addition, more and more African Australians are settling in regional Victoria as both primary straight from overseas

refugee camps to regions and secondary settlement (from metropolitan to regions). These developments have further compounded settlement, interculturalism and empowerment issues. There is a critical need to re-examine the foregoing developments so as to match with the on-going demographic and other changes.

Education and Skill Recognition

In regard to **enriching education pillars, prior knowledge and skills recognition, expertise and languages proficiencies/sustainers**; support for new viable initiatives, innovations, opportunities and jobs creation, need to be given a chance as well further prepare people to easily cope with jobs yet to come. Thus, suggestions made included training and mentorship being encouraged which focuses on enhancing the following skills: Cognitive skills, Metacognitive skills, Affective skills and Motivations.

It is important to introduce and support **“Transformative Learning Programs”** as part of the initial transition settlement-support to African Australians as well giving some simple tools of “Learning about How to Learn” i.e. knowledge capture and acquisition styles for systematic future use. These processes are useful in enhancing and building individual resiliencies. The issue of “Interrupted Education” especially due to forced mobility’s need to be re-examined for incorporating culturally sensitive elements into it related to the individual’s circumstances.

Furthermore, implied in chapter 3 is the introduction of type of education and learning regarding dealing with “Institutional Racism” and encouragement to developing “African Studies’ Curriculums” (e.g. History) for secondary schools and tertiary levels as the case is for Asian or European studies. Additionally, “Adaptive Learning” was referred several times especially in areas of dealing with skills and compliance gaps in some knowledge pillars matching to critical thinking, contents disseminations, qualification toning and recognition. The matter of supporting, developing and funding “African Studies in Australia” continues in the debates in regard to several fronts including sustenance of vernacular languages, Afro-centricity (resident African Knowledge like Ubuntu Philosophy), objective ways of the Africans’ knowledge streaming, and putting in place multi-purpose African Study Centres. The above pointed to endeavours of new learnings as well such does help to increase expertise in the use of English language competencies. Similarly, it strengthens relationships, employability, integration, social cohesion and empowers youth.

Families and youth

Regarding **thriving families, non-violence behaviours, and youth empowerment**, the central focus that emerged in the conference is an urgent need to undertake approaches and strategies critical in “Strengthening Family Relationship” and consolidation of the five key loves in a family. To highlight them, (1) the respecting

reciprocal true love between the partners (e.g. husband and wife), (2) the love by the partners to the kids and all people in the family unit, (3) the love of the children and other family members to the partners, (4) the reciprocal free love between the siblings/other members in the family unit and (5) the love and care from this family unit to others outside the family such as family manifested love and care styles to others.

As presented in the conference there is a critical need of enhancing “Value Education” at various levels of the African Australian societies starting at the level of the family unit, schools, and broad society. It was termed the use of the “Ubuntu Philosophy” of respect to each other; this becomes a core of the relationships enhancement in a family; i.e. exercising “rights with responsibilities”. The initiative is likely to address a number of issues including: identity crisis, intergenerational gaps and conflicts matters, inter-cultural and inter-faith crisis, family violence issues, improving family communications and members isolations, support in education and learning, anxiety and stresses, health promotion and mental health in particular to mention a few.

The programs in this regard should be partnerships and co-designed along with their recipients’ participation. As well, the programs should be delivered in the medium common learning, for example, changing men’s attitude towards domestic violence. The programs should include men, women, young and old and should be relatively organic – apparently emerging from grass roots.

The conference identified a critical need of knowledge accumulation, evidence building say in the issues of identity (self or what others assert) and sense of belonging, cultures, nature and impact of partnerships, skills revamping, and internships,

Community Organisations

In regard to **the importance and buttressing of community organisations, leadership to/by African Australians, and resilience**; these require further articulation, revamping, and upkeep for their elements of enhancing long term communities’ sustainability, and adapting to changing circumstances. Further changes are found in society and job characteristics, for example how and where work is performed and people becoming more assertive due to improvement in education generally, encouraging and maintaining “unity of purpose”.

Specifically tailored leadership training continues to be critical for the African Australians for a number of reasons and needs including capacities building in general, improvement into democratic governance, stepping into broad corporate and institutional roles as role models, enhancements into community organisational effectiveness and proper evaluated accountabilities, meeting strategic goals, being cognitive and inspirational addressing of their own issues for example, turning a problem into an opportunity – being strategic.

The conference recommended working together with governments and other partnerships in building peak responsible representative organisations that are effective, fair, inclusive, and capable to deliver on their objectives. However, the words 'effective' and 'representative' have to be explained in their use at the time. Development of a Clearinghouse is one example of contextualised effective represented body in its focus and actions as well as having the composition of people from broader parts of the African backgrounds.

Health, Wellbeing and Ageing

In regard to **Health, Wellbeing and Ageing with Dignity/Positive Ageing**, the conference noted that migration to Australia given the transitions, these impact on the after-arrival healthy living and wellbeing in a number of respects. These may include: stress, anxiety, social connectedness, food and dietary, family dynamics and members' changing roles, appropriate sharing of the roles, female and male health issues, self-esteem, certain types of diseases, the nature of working, and environment in which people age.

Conference presenters called for further articulated focus on certain fundamental health issues including alcohol drugs and substance abuse, mental health issues, female and male health say in terms of pregnancy and cancers, changing health conditions as people age, elderly mobility's and interest to continue working or driving, the level of knowledge of certain sexual behaviours, or actions, the issue of rights with less responsibilities and accountabilities, safe/non-risky behaviours, cultural/faiths practices like FGC (female genital cutting), circumcisions and palliative care including assisted dying. The issue of racial discrimination added to individualism versus collectivism or I and us were strongly sounded in this space of health, well-being and ageing.

For African Australians, these are quite big issues each requiring a separate focus, it was recommended these require appropriate fitting into conversations as on-going even beyond 2030. Mental health, recidivism, racism, radicalism/terrorism and ageing required some attention in this as discussed in the conference. However, positive ageing is the only one touched on here as it had a separate panel in the conference. Furthermore, it was asserted that "as no one can afford to live alone, besides individuals claiming their own freedom, and rights yet she/he suffers from peer pressure", it is critical to be undertaking programs for promoting the understanding and management of the changing circumstance, for example in the parenting roles, rights, freedoms, responsibilities, safety of minors, disabled and elderly and similar matters.

Positive Ageing/with Dignity

In regard to **Positive Ageing/with Dignity**, the conference conversations highlighted that a lot needs to be done for the African Australian as recently arrived



cohorts, who are not in large numbers. Therefore, the policy propositions and funding arrangements from which the elderly services delivery emerge, have not yet articulated on their ethno-specific needs. Nevertheless, broad elderly services are delivered to certain few African Australian groups. Two carers of the groups participated in the conference along with Aged Care section of FECCA, and of the ECCV, together with Research Centre for Cultural Diversity in Ageing. These conference presenters identified a number of areas that require attention in the regards. The areas include:

- a critical need to improve access to services for the African Australians elderly men and women as they are recent arrivals, the services provider do not well reach them
- The African Australian elderly generally are not aware of their rights, services availability and access, also providers have difficulty in how to reach due to some isolation, particular beliefs and expectations
- African Australians generally they have not yet formed elders clubs tools for using LGA services
- The African Australian elderly have number of bottle-necks, e.g. language competencies in communication, cultural and faiths appropriateness issues
- They are confronted with the individual cultural family expectations between the older members of the community versus the young ones and extended families roles. Elders think that it is the responsibility of the young ones to look after the elderly ones. The young ones have the Australian perspective of leaving the elderly one to the system
- It is critical to map where the 65+ elderly African Australians are found, establish their needs, extent of the accessed services, and the gaps, then start to think of instituting interventions

- A need to develop enabling capacities for ethno-specific African Australian aged care services by working within the existing systems
- A need to establish core common elements within the African Australian elderly groups to use the same argument for common cultural appropriateness, instituting adaptive tools, and building resilience (African Australians are non-homogenous)
- Delineate the roles of Federal and State Governments in the aged care services and access
- If a system is established and it is operational, then it will be good to initiate discussion with Federal Government regarding "Portability of the Aged Pension/Support to respective countries of the African Countries if the relevant individuals wish to retire in their country of origin.



African Australian Diasporas

With regards to **African Australian Diasporas and the countries of the African Continent** *"Australia and Africa are growing: Australia Needs Africa and Africa Needs Australia"* In 2013 at La Trobe University at the Africa Day Australia's inauguration lecture of *"Advancing Africa Australia Agenda: Challenges and Prospects"* Hon Kevin Rudd former Australian Prime Minister of Australia invited interested stakeholders to invest more in strengthening the Africa-Australia relationships. Among others things to invest in growing global economies, at the time Africa has had over seven of the fastest growing economies in the world with lots of un-tapped natural resources, a continent with youth populations as growing consumers of modern products for example use of mobile phones. Australia could be building capacities, sharing experiences, empowering, and mentoring for the new global economic order, exchange expert knowledge dissemination for policy makers, researchers, academics, philanthropic, global citizens, and community representatives, and formulating long term and sustainable solutions regarding various focal areas of the relationship given the time/what is happening.

At this conference, Hon Ted Baillieu, former Premier of Victoria, re-affirmed Hon Kevin Rudd's view encouraging investment in the Australia Africa Relationship in a number of regards, that include: Knowledge Transfers and Keeping Africa-Australia Relations Active; Development, and maintain the Impact of African knowledge in Australasia-Afro-centrality; supporting countries of the African continent for self-sustenance -renaissance; and utilising the Australia and Africa – the role and impact of the African Australian diasporas, especially encouraging and facilitating interchanges and exchange, through the Australian African communities.



ATT Board Members Celebrating the successful completion of an excellent resourceful conference.

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APPENDIX

AFRICAN AUSTRALIANS SETTLEMENT & INTEGRATION 2030: OPPORTUNITIES AND CHALLENGES CONFERENCE

**MONDAY 12 - TUESDAY 13
NOVEMBER 2018**

The University of Melbourne
Building 110 (The Spot)
198 Berkeley Street
Carlton



PROGRAM & HANDBOOK

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Further Information and Enquiries Contact Conference Managers

Helen McLean – 0409 350 708
helen@caseyconferenceservices.com.au

Marg Scarlett – 0419 805 362
pcs@cogroup.com.au

WELCOME MESSAGE



Dear colleagues and guests,

On behalf of the Organising Committee and African Think Tank Inc., the hosting organisation, it is my great pleasure to welcome you to the:

African Australians Settlement & Integration 2030: Opportunities and Challenges Conference 2018

This two-day event will feature plenary sessions, presentations, panel discussions, performances, social events and inspirational keynote speeches.

The conference is designed to highlight the experience of African Australians settlement and challenges and to facilitate an improved integration, access and equity for better social cohesion future strategies. the conference will explore and articulate "African Australians' contributions in ways promoting and strengthening Australia's multicultural and social inclusion".

The conference will also set the agenda for African Australians settlement and integration 2030. Key recommendations from this conference will be utilised to shape up the direction of the African Australian communities over the coming years.

Every effort has been made to include African Australian community representatives to participate at this conference to ensure the conference demonstrate its inclusiveness of African communities' diversity with other multicultural communities.

ATT board and the conference organising committee have dedicated this conference not only stimulating but also an unforgettable pleasant experience for all participants.

I look forward to welcoming you to ATT 2018 and wish you a fruitful and enjoyable stay in Melbourne.

Haileluel Gebre-selassie
Conference Chair

MEMBERS OF THE ORGANISING COMMITTEE

Conference Committee

Haileluel Gebre-selassie – Chair
Dr Apollo Nsubuga-Kyobe – Deputy Chair
Dr Berhan Ahmed – ATT Board Member
Dr Steve Rametse – ATT Board Member
Kenyatta J Dei Wal – ATT Board Member
Marta Borena – ATT Board Member

Conference Managers

Marg Scarlett – Conference Organising Group
Helen McLean – Casey Conference & Events



Robin Scott MP

Minister for Finance
Minister for Multicultural Affairs

Level 5, 1 Macarthur Street
Melbourne, Victoria 3002 Australia
Telephone: +613 9651 1044
DX 210759

D18/225064

MESSAGE FROM THE MINISTER

I send my best wishes to all participants. The Victorian Government is proud to be the Principal Sponsor of the *African Australians Settlement and Integration 2030: Opportunities and Challenges Conference*.

This conference comes at an important time as African Australian communities and the Victorian Government begin the work of implementing the African Communities Action Plan, towards which we have committed \$8.6 million over two years.

Many of the themes of the conference, including creating enabling environments for thriving businesses, employment, education, leadership and families were prominent in the Action Plan, and they are areas in which the Victorian Government has been actively working with African communities. Our collective efforts have already delivered targeted resources across government departments in the areas of employment, education and health as well as through the multicultural affairs portfolio in the areas of capacity building, community infrastructure and festivals and events.

While it is imperative that we address issues of disadvantage and discrimination, it is also critically important that we highlight the achievements, successes and the strengths within our Victorian African communities.

African Australian communities continue to make significant contributions to the development of our state both in regional and metropolitan Victoria and particularly in the areas of health, allied health and increasingly in STEM professions.

I am sure the conference will further improve our collective understanding of the opportunities and challenges facing African Australian communities, leveraging the abundant talents that exist in the community and informing the way we work together.

On behalf of the Victorian Government, I wish the African Think Tank and all participants a productive and informative conference, and I look forward to seeing you there.

Robin Scott MP
Minister for Multicultural Affairs

PROGRAM AT A GLANCE

Day 1 – Monday 12 November

8.00am	Registration		LOBBY, Prest Theatre Melbourne University
9.00am-9.15am	CONFERENCE OPENING & WELCOME Haileluel Gebre-selassie Conference Chair		Prest Theatre Melbourne University
9.15am–9.30am	Professor Mark Considine , Provost The University of Melbourne		
9.30am-9.45am	Jerril Rechter , CEO, VicHealth		
9.45am-10.00am	Anthea Hancocks , CEO Scanlon Foundation		
10.00am-10.30am	The Hon Robin Scott MP Minister for Multicultural Affairs and Minister of Finance		
10.30am-11.00am	MORNING TEA AND NETWORKING		Level 2
11.00am-11.15am	CHAIR: The Hon Ted Baillieu , former Premier of Victoria		Prest Theatre Melbourne University
11.15am-11.35am	Adam Bandt MP , Federal Member for Melbourne		
11.35am-11.55am	Helen Kapalos , Chairperson, Victorian Multicultural Commission		
11.55am-12.15pm	Commander Stuart Bateson , Victoria Police		
12.15pm-12.30pm	Pino Migliorino , Cultural Perspective Group		
12.30pm-1.30pm	LUNCH AND NETWORKING		Level 2
1.30pm-3.00pm	CONCURRENT SESSIONS		
	Theme 1: Economic Opportunities: Business, Employment and Training	Theme 2: Settlement and Integration: Resettlement, Case Management, Inclusion and Empowerment	Theme 3: Education: Schooling, Interrupted Education, Qualifications and Languages
	PREST THEATRE	FBE THEATRE 2, Level 2	FBE THEATRE 4, Level 2
1.30pm-1.45pm	CHAIR: Robert Olney ATT Board Member	CHAIR: Carmel Guerra OAM CEO, Centre for Multicultural Youth	CHAIR: Monica Forson Co Founder, Afro-Australian Student Organisation
1.45pm-2.00pm	John Kuot South Sudanese Australian Youth United (SSAYU)	Lynda Ford IGen Foundation	Lisa Wilson River Nile Project
2.00pm-2.15pm	Dr Samuelson Appau Blue Nile African Business Master Class	Ed Quin Assistant Director Multicultural Affairs and Social Cohesion, Equality Department of Premier & Cabinet	David Reynolds , Principal & Robert Aduer , Community Liaison Officer Melton Secondary College
2.15pm-2.30pm	JSS, African Inclusion Program Paige Van Every , Relationship and Operations Manager, Loan Mach , Program Manager, Strategic Partners & Programs Team, Talent Acquisition, NAB, Bedi Othow and Lorna Deng , People Professional Services, NAB, (AAIP alumni)	Sonia Vignjevic and Dor Akech Achiek International Settlement Services	Rabecca Mphande Learning Domain Curriculum Support Leader Hampton Park Secondary College
2.30pm-2.45pm		Emmanuel Musoni Chair GLAPDint Board Great Lakes Agency for Peace and Development International	Diana Johns The University of Melbourne
2.45pm-3.00pm	PANEL Q & A	PANEL Q & A	PANEL Q & A
3.00pm-3.30pm	AFTERNOON TEA AND NETWORKING		Level 2

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PROGRAM AT A GLANCE

Day 1 – Monday 12 November

3.30pm-5.00pm	PLENARY SESSION CHAIR: The Hon Lindsay Tanner , former Federal Minister of Finance	
3.30pm-3.50pm	Councillor Bob Turner , Mayor, City of Melton	Prest Theatre Melbourne University
3.50pm-4.10pm	Dr (Prof) Mimmie Claudine Ngum Chi Watts MPH; GCTE; Ph.D Commissioner, Victorian Multicultural Commission	
4.10pm-4.30pm	Dr Charles Mphende , Victoria University & Dr Apollo Nsubuga-Kyobe , ATT Councillor	
4.30pm-4.50pm	Councillor Kris Pavlidis , Chairperson, Ethnic Communities Council of Victoria	
4.50pm-5.00pm	Q & A	

Monday 12th November 2018

AFRICAN THINK TANK CONFERENCE DINNER



The Hotel Windsor Melbourne

111 Spring Street
Melbourne

6.30pm-10.30pm

The Hotel Windsor is a luxury hotel in Melbourne. The Windsor is notable for being Australia's only surviving grand 19th century city hotel and only official "grand" Victorian era hotel. ... The hotel has a significant role in the history of Australia as the place where the Constitution of Australia was drafted in 1898.

The Hotel Windsor is an ideal venue for the conference dinner. This will be a night to be remembered with a three course dinner of fabulous food and beverages.

Mr Chin Tan, Australian Race Discrimination Commissioner, has been invited to be our guest speaker on the night.

You must have pre booked to attend this event.

	CLOSE OF DAY ONE	
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Day 2 – Tuesday 13 November

8.00am	Registration	LOBBY, Prest Theatre Melbourne University
9.00am-10.30am	PLENARY SESSION CHAIR: Muza Ntuwah , ATT Board Member	Prest Theatre Melbourne University
9.00am-9.20am	Catherine Scarth , AMES Australia	
9.20am-9.40am	Dr David Mickler , University of Western Australia	
9.40am-10.00am	Zione Walker , Incubate Foundation & Change Architects	
10.00am-10.20am	Dr Berhan Ahmed , CEO, AMMEYS	
10.30am-11.00am	MORNING TEA AND NETWORKING	Level 2

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PROGRAM AT A GLANCE

11.00am-12.30pm	CONCURRENT SESSIONS			
	Theme 4: Family: Youth Disengagement, Policing, Family Violence, Law and Order	Theme 5: Leadership: Community Capacity Building, Cohesion and the Importance of Leadership	Theme 6: Health and Wellbeing	Theme 7: PANEL: “Ageing Well of the African Australians in Victoria/Australia: An Exploratory Discussion”, Chaired by Dr Apollo Nsubuga-Kyobe
	FBE THEATRE 2, Level 2	FBE THEATRE 4, Level 2	FBE ROOM 210, Level 2	PREST THEATRE
11.00am-11.15am	CHAIR: Ahmed Hassan Director, Youth Activating Youth	CHAIR: Richard Dent OAM Leadership Victoria	CHAIR: Dr David Mickler University of WA	CHAIR: Dr Apollo Nsubuga-Kyobe Chairman, ATT Board
11.15am-11.30am	Abeselom Nega iEmpower	Tigist Kebede African Communities Working Group	Barbara Mountjouris Department of Health and Human Services	Dr Charles Mphande Victoria University
11.30am-11.45am	A/Prof Dale Bagshaw , University of South Australia & Truphena Mahindu , Catalyst Foundation	Mohammad Al-Khafaji Director of Strategy & Engagement FECCA	Selba Gondoza Luka Afr-Aus Care Inc	Marion Lau OAM JP Healthy Ageing Chair FECCA Nikolaus Rittinghausen Ethnic Communities’ Council of Victoria
11.45am-12.00pm	Dr Gerald Onsando and Mamadou Diamanka The University of Melbourne	Eva Sarr The Evaluator	Keith Bhebhe Mental Health Victoria	Ljubica Petrov Manager Centre for Cultural Diversity in Ageing
12.00pm-12.15pm	Dr Steve Rametse <i>A Reflection on the Values of Ubuntu/Botho/Unhu/ Utu that Inspired Nelson Mandela’s Life of Service</i>	Haileluel Gebre-selassie Chair ATT Board	Juliana Nkrumah AM Settlement Services International	Zeinab Hussein Disability Services,Migrant Resource Centre North West Inc. Tatek Menje Co-ordinator, Edme Tsega Ethiopian elders’ and seniors’ Club Foundation
12.15pm-12.30pm	PANEL Q & A	PANEL Q & A	PANEL Q & A	PANEL Q & A
12.30pm-1.30pm	LUNCH AND NETWORKING			Level 2
1.30pm-3.00pm	PLENARY SESSION CHAIR: Dr Steve Rametse , ATT Board			Prest Theatre Melbourne University
1.30pm-1.50pm	Andrew Crisp , Emergency Management Commissioner			
1.50pm-2.10pm	Dr Michael Akindeju , MKPro Group			
2.10pm-2.30pm	Kenyatta J Dei Wal , Chairman, Federation of South Sudanese Associations of Victoria			
2.30pm-3.00pm	PANEL Q & A			
3.00pm – 3.30pm	AFTERNOON TEA AND NETWORKING			Level 2
3.30pm-4.30pm	CLOSING PLENARY SESSION – THE WAY FORWARD Chair – Haileluel Gebre-selassie			Prest Theatre Melbourne University

CONFERENCE SPEAKERS

Hailuel Gebre-selassie

ATT Conference Chair



Hailuel Gebre-selassie is the Chairperson of the African Think Tank Inc and a Convener of the Victorian Police African Australian Communities Task Force in Victoria.

He's expertise in migrant and refugee settlement and integration stems from extensive study and a career working with government, NGOs, higher education and grass roots communities. He's a Community Program Director at a higher education institution and has worked in a variety of government departments in various roles and provided strategic policy advice on settlement of migrant, refugee and humanitarian new settlers. Prior to government he worked as a postgraduate education advisor and as a settlement and integration advisor.

He graduated with a Master's degree in Public Policy and Management from the University of Melbourne. He has undertaken a breadth of projects across local, state and federal government and the not-for-profit sector to initiate, develop and deliver programs aligned to government multicultural policies. He has presented at various conferences and forums on leadership, community capacity building and issues impacting the settlement and integration of migrant and refugees.

In his voluntary capacity Hailuel is chairing several organisations. In the past he served as Commonwealth Ministerial Consultative Committee for Africa, executive board member of Footscray Community Art Centre and Ethnic Communities Council of Victoria. He was awarded the Melbourne Award (2015); 100 most influential African Australians (2012); Williamson Community Leadership Program (WCLP 2010); Winston Churchill Fellowship (2009) on migrant and refugee integration strategies; and Victoria's Award for Excellence in Multicultural Affairs (2004).

The Hon Robin Scott MP

Minister for Multicultural Affairs



Robin Scott MP entered the Victorian Parliament in 2006 as the Member for Preston, where he lives with his wife Shaojie.

Robin, son of Don and Amanda, grew up in Melbourne's Northern suburbs and was greatly influenced by his parents' commitment to public service. With family members from China, Japan and the West Indies, he also grew up with a strong belief in equality of opportunity, regardless of cultural background.

These values inspired Robin to become involved in politics and he is honoured to serve the people of Victoria as the Minister for Multicultural Affairs.

In taking on this important role, Robin believes it is important for Victoria to celebrate the best traditions of multiculturalism in our State. He also sees it as an opportunity to support activities that create greater interfaith and intercultural understanding.

Robin wants Victoria to be a place where diversity is not just tolerated, but a community where we celebrate the common humanity of all cultures.

Adam Bandt MP

Member for Melbourne



Adam Paul Bandt (born 11 March 1972) is an Australian politician, former industrial lawyer and acting Deputy Leader of the

Australian Greens. Bandt was elected to the Division of Melbourne in the House of Representatives, the lower house of the Parliament of Australia, at the 2010 federal election. He is the first member of the Australian Greens to be elected to the House of Representatives at a general election, but the second after Michael Organ, who was elected at a by-election.

Bandt contested the seat in 2007 and narrowly lost to Labor's Lindsay Tanner. Post his successful 2010 election, Bandt retained the seat of Melbourne at the 2013 and the 2016 elections, increasing his majority each time.

Professor Mark Considine

University of Melbourne



Professor Mark Considine commenced as the Provost at the University of Melbourne this year, he was previously the Dean of Arts for the past 11 years.

Mark is one of Australia's most respected and highly cited public policy specialists with a career spanning academic research and applied policy work for government and civil society organisations. He has worked with state and federal governments in the design and improvement of social services and strategies for place-based innovation, and was seconded by the Gillard Government to the Departmental Working Group to review the Star Ratings system used by the Commonwealth Government to performance manage the Job Network. He was later appointed to chair the Departmental Working Group charged with the development of a quality measure for rating job agencies.

Mark and his co-author also carried out one of the most famous studies of Australian higher education, published as *The Enterprise University: Power, Governance and Reinvention in Australia* (Cambridge University Press: 2000).

The Hon Ted Baillieu

Former Premier of Victoria



Edward Norman Baillieu (born 31 July 1953) is a former Victorian politician who was Premier of Victoria from 2010 to 2013. He was

a Liberal Party member of the Victorian Legislative Assembly from 1999 to 2014, representing the electorate of Hawthorn. He was elected leader of the Liberal Party in opposition in 2006, and served as Premier from 2010 until 2013 after winning the 2010 state election. He resigned as Premier on 6 March 2013, and was succeeded by Denis Napthine.

CONFERENCE SPEAKERS

The Hon Lindsay Tanner

Former Australian politician



Lindsay James Tanner (born 24 April 1956) is a former Australian member of the House of Representatives representing the Division

of Melbourne, Victoria, for the Australian Labor Party, having first won the seat at the 1993 federal election. He was a member of the Australian Government from 3 December 2007, serving as the Minister for Finance and Deregulation. On 24 June 2010 he announced his intention not to contest the 2010 federal election, at which his seat was won by the Greens. He has written several books and been an outspoken commentator on Australian culture and the direction and role of the Labor Party.

Dr Apollo Nsubuga-Kyobe

Deputy Chair, ATT Board



An empowering, client-focused academic, researcher and engagements Manager with outstanding community leadership

added to high-level and exceptional professional management skills of cross-cultural sensitive capacity building nature (collaborative and participatory development). Apollo plays excellent roles in advisory, advocacy, and collaborative relationship building including admirable partnerships' enhancements. He is one of the experts in the settlement services deliveries to the African Australians communities in Victoria/Australia as well with an international African Diaspora links. He holds diverse international higher and other forms of educational experience and qualifications embedded in multicultural community stakeholdership management capabilities that are critical in delivering innovation and change especially in the current global world. He operates with exceptional collaborative relationship management and business facilitation skills.

Apollo has extensive expertise in engaging and maintaining institutional connections, research, and community development, all of which tend to be aimed at driving sustainable knowledge growth, new capacities' development,

knowledge creation and sharing for social policy reforms, as well for better services delivery, in addition to reforms' contributions including supporting the marginalised. For a number of years, he has researched, published, engaged communities, taught as well as being units' coordinator of strategic Management subjects including International Business and International Management, Project Management, Organisational Change and Development, Employment Relations, Human Resources Management/Development, and Strategic Management. He has made significant inputs to higher education knowledge creation, sharing and delivery particularly through research developments and contributing to students' career pathways; all done with shared visions and strategies.

Apollo is specialised in Strategic and Effective Cross-Cultural knowledge delivery and Change Management especially in reference to the management and delivery of Settlement Services to Emerging Communities in both metro and regional/rural Victoria (Effective Management of Settlement Services). All these are added to being a tireless community leader, who believes in equitable and fair treatment of all (access and equity). He holds a PhD in Strategic Organisational and Human Resources Management from La Trobe University, Business School, where has been teaching/lecturing for over 17 years. Other qualifications include: a Graduate Diploma/Masters Personnel and Industrial Relations, a Graduate Diploma Therapeutic Counselling, a Graduate Certificate in University Teaching and Learning, a Graduate Certificate in Social and Medical Research, and he is a member of a number of top professional bodies.

Dr Berhan Ahmed (Shiday)

CEO, AMMEYS
and ATT Board Member



Dr Berhan M. Ahmed (Shiday) is the Victorian Australian of the year 2009, current CEO, of African Australian Multicultural Employment and Youth Services, ex-co-chairperson of the Australia Africa University Network; ex-Chairperson of the African Think Tank and Adjunct

Professor at the University of Melbourne in Australia and is well-known to many African residing in Australia, through his commitment to numerous community issues via main stream media. First African Australian Senate Candidate for federal election 2004 for Victoria. Dr Ahmed is ex-Board member for AMES 2007 – 2016 and Ambassador of White Ribbon.

Dr Ahmed is motivated by five core principles – social justice, sustainability development, Aboriginal reconciliation, building stronger and dynamic communities and applying democracy in action. His current leadership role will explore new ways of engaging Africans in participation, decision and eliminate the culture of cover-up and continued hostility and lack of co-operation among community members. The African communities will also engage with other communities to create harmony and good image of Africans in Australia.

Wadzanai Nenzou

ATT Board Member



Wadzanai Nenzou is a Social Entrepreneur, Founder and Community Builder of Herconomics a community which brings women together

to talk and learn about money via the Herconomics Sisterhood Facebook group and face to face money conversation events.

She graduated from the African Think Tank's African Leadership Development Program in 2016 where she received a great foundation of becoming a leader in the Australian community and supporting the advancement of African Australians. Wadzanai is passionate about African Australians taking full responsibility of their own lives and thriving in Australia. This passion inspired her to join the African Think Tank board.

A Financial Services Professional with over ten years' experience in the industry. She has worked in the areas of Financial Planning, Superannuation, Investments, Banking and Compliance. She holds a Bachelor of Commerce from Deakin University, Master of Accounting from Swinburne University, Diploma of Financial Planning from ASFA and a Graduate Diploma of Public Policy from RMIT University.

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She is a member of The Coalition for Female Social Entrepreneurs (COFSE) a self-leadership platform for Female Social Entrepreneurs in Australia. COFSE is a platform that brings together a group of female social entrepreneurs and highly skilled and experienced mentors through collaboration, learning and support.

Wadzanai is passionate about the empowerment of Women. She believes the sky is not the limit it's only the beginning when women take full responsibility for their own lives. Her focus is in becoming the best version of herself and inspiring others especially women to be the best versions of themselves and in turn changing the world.

Robert Olney

ATT Board Member



Robert has over 30 years' sales experience in the financial services industry working with Corporate Australia.

As a result he brings to the ATT Board significant Finance, Management, Administration and People Management acumen. Through the business activities with clients throughout his professional career he has developed the practical skills required in identifying what are the key issues that any organisation is facing and provided solutions that were specific to each client's requirements. This applied irrespective of the type or size of the organisations he has engaged with, from SMEs and Community based non profit organisations through to ASX top 200 clients, they all have specific issues that require solutions that apply to their unique strategic objectives. He has been actively involved and successfully led change management and project management activities that have delivered significant outcomes for the corporate organisations that he has worked for. To be successful he has developed strong referral networks that enable him to influence relevant stakeholders to assist in delivering desired commercial outcomes.

His belief to implementing effective change in our community is through education, in particular leadership development, as this will have a direct and significant impact on social justice outcomes. Robert is currently a mentor

to a participant in the African Leadership Development Program 2016.

Through his 2 daughters active involvement with many sporting pursuits over the last 20 years Robert has been actively involved with all facets of running sporting teams and organisations with the key learning being how critical stakeholder management is, ensuring all are relevant parties are regularly informed as to what is being done to ensure the common goal or outcome is being achieved. Trust and credibility have been the foundations to all these stakeholder engagement activities.

Robert's key philosophy when talking to any stakeholder is not accepting the words – "We can't" and always looking for the answer to "How can we".

Dr Steve Mochekoe Rametse

ATT Board Member



Dr Mochekoe Stephen Rametse has taught African and Australian History, Politics and International Relations for more than 20 years

in Australian High Schools (Melbourne and Perth) and at Murdoch University. He is a sessional lecturer and a secondary school teacher registered with the Victorian Institute of Teaching. He is an independent researcher on the South African Political Economy and the settlement challenges of the African diaspora in Australia. His PhD study focused on the ideological tensions in the post-apartheid government's policies. He has presented Conference Papers at various academic forums. He was the convenor of the South African Community of Western Australia (SACAWA) in 2012. He was twice elected as the President of the Africa Day Australia, Secretary of the Nelson Mandela Day Commemorative Committee and a Board member of the African Think Tank. He was appointed a member of the African Ministerial Advisory Group which helped with the formulation of the "African Communities Action Plan" (ACAP), which was recently adopted by the Victorian government. His draft Working Paper in progress: "Dissecting Race, Racism, Difference and the 'new' African Diaspora in Australia" using the Autoethnographical method.

Dor Akech Achiek

SSI Settlement Services Manager
Settlement Services Program



Dor Akech Achiek is the Settlement Services Manager at Settlement Services International (SSI), a community-based, not-for-profit

humanitarian organisation providing a range of services in areas including humanitarian settlement, housing and asylum seeker assistance. In his role, Dor provides strategic and operational management of Settlement Services provided by the NSW Settlement Partnership (NSP) and National Community Hubs Program (NCHP) to ensure high quality standards and performance are maintained.

Previously as SSI Youth Projects Coordinator, Dor coordinated the Youth Collective; an initiative of SSI and Migrant Resources Centres (MRCs) that focuses on service delivery outcomes that reflect the needs and aspirations of multicultural youth in New South Wales, with a focus on migrant and refugee youth.

Dor is a former refugee from South Sudan who came to Australia in 2003 after 9 years living in Kakuma refugee camp as a result of war in the then Sudan.

Dor holds a Master's Degree in International Law and International Relations, a Bachelor of Arts in Politics and International Relations, A Diploma of Community Services Coordination and a Diploma of Children Services.

Dor is well acquainted with the issues facing refugees, migrants and people seeking asylum. He began as a volunteer youth engagement worker, a mentor and community educator shortly after completing High School in 2006 at St Ignatius College, Riverview. Since then he has worked as a Youth Project Worker at a number of community services organisations and landed in a management position this year.

Mr Achiek has worked with refugees, humanitarian entrants and people seeking asylum for the past 12 years. During this time he has used his leadership and mentoring skills to help communities build resilience, with a particular focus on supporting young people.

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Outside work, Dor is known for his commitment to community work which earned him the AMP Tomorrow Foundation's award as one of the Tomorrow Makers for establishing and running the South Sudanese Youth Cultural Activities Program to engage young people from South Sudanese backgrounds living in Western Sydney in cultural activities.

Dor has presented at a number of international conferences in New York – UN Headquarters, Geneva – UNHCR Headquarters, Istanbul – World Humanitarian Summit, Bangkok – APRRN Conferences, Copenhagen – Danish Foreign Ministry and New Zealand – Settlement Services Exchange Program representing refugee communities and advocating for durable solutions to global refugee issues.

Dr Michael Akindeju

MKPro Group



Dr Michael Akindeju is a multidisciplinary professional visionary with background in Engineering, Finance and Management. He

is the founder and principal consulting process engineer at MKPro Engineering Pty Ltd. Michael is also an Innovation and a Research Associate with Australia New Zealand Policing Advisory Agency; and was the Project Lead for the just established 'Victoria Police CALD Inclusion Strategy and Action Plan'.

Michael is a synergetic optimist, with a nature loving personality who believes that there is no limit to human comprehension. The more beauty he brings to bear on the lives of his community, the lives of those close to him and the lives of those within his sphere of influence, the more the beauty and peace he enjoys in his personal live. He is married with children.

Michael was born and educated in Nigeria. After his initial studies and 16 years of Industry Experience (in Manufacturing, Oil & Gas Process Design, Engineering Consulting, and Banking), he migrated to Australia in 2006 to complete his Master's Degree in Chemical Engineering Process Management and later completed his PhD in Chemical Engineering (Multi-Scale modelling and Controlled Synthesis of

Titania Nanoparticles) during which he pioneered a novel system for controlled synthesis of Nanoparticles. Michael is a Chartered Engineer and Fellow of the Institute of Chemical Engineers (UK & Australia), a Professionally Registered Engineer with the Queensland Board of Engineers, a Senior Member of the American Institute of Chemical Engineers, and a Member of the Australian Institute of Mining and Metallurgy.

Michael served as the Treasurer of the African Think Tank (August 2015-March 2018). He is a community elder and has played influential roles at grassroots community level in the Ballarat region.

Mohammad Al-Khafaji

Federation of Ethnic Communities' Councils of Australia (FECCA)



Born in Iraq, Mohammad came to Australia, via Syria, as a refugee at the age of 13 in 2003. Mohammad lived in Iran and Syria and speaks

Arabic and Farsi. He completed a Bachelor of Software Engineering at the University of Adelaide in 2012.

After University, Mohammad worked as an IT Business Analyst for several years while volunteering for various organisations. In September 2015 he was appointed as the inaugural CEO of Welcome to Australia, an organisation dedicated to cultivating a culture of welcome towards refugees and migrants in our nation.

Mohammad has held positions at FECCA Executive Board, first as the Youth Chair and later as the Hon. Secretary. He is a member of the SBS Community Advisory Committee and the Ad Standards community panel. Mohammad is also the South Australian state lead for the Crescent Institute, a non-partisan professional networking and thought leadership organisation.

In 2017 Mohammad participated in the International Visitor Leadership Program (IVLP), sponsored by the Department of State (US), to share knowledge and strengthen the Aus.-US relations into the future.

Through his refugee journey to Australia, Mohammad has become passionate about the success of Australia's Multiculturalism. He brings a wealth of

knowledge and experience to his role with FECCA.

Mohammad believes cultural diversity makes us richer as a society and he is passionate about ensuring the voices of new and emerging communities are heard and are represented. Mohammad was awarded the South Australian Governor's Multicultural Award for Youth Achievement in 2012 and was a finalist in the 2018 SA Young Australian of the Year Awards.

Dr Samuelson Appau

Blue Nile African Business Masterclass



Samuelson has a background in marketing and market research and holds a PhD in Marketing from the University of Melbourne. Samuelson

is currently a Lecturer in Marketing at RMIT University. He teaches Brand Management and Consumer Behaviour. Prior to joining academia, Samuelson worked in market research and brand consulting for Millward Brown in West Africa, advising clients such as Coca-Cola, Nestlé, Unilever and Etisalat. Samuelson also consults for many start-ups and entrepreneurs on how to build and sustain strong brands.

Commander Stuart Bateson

Victoria Police



Stuart has been a police officer with Victoria Police, Australia, for 30 years. He is currently Commander in the Safer Communities and Crime

Prevention division. Prior to this, he was the Superintendent at North West Metro Division 2 responsible for frontline service delivery to a population of 500,000. Stuart has led significant reform in the way local police respond to family violence and formed a number of harm reduction partnerships with local drug and alcohol services. He has also worked in a number of investigative areas including organised crime, counter terrorism and homicide.

Stuart holds a Masters of Business from the University of Newcastle and a Bachelor of Policing (Investigations) from Charles Sturt University. He is a Rotary

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Peace Fellow having graduated from the Chulalongkorn University program in 2013. In 2015 Stuart participated in The University of Melbourne's Law Enforcement and Public Health professional devolvement program. In 2017 Stuart was awarded the Australian Police Medal for distinguished service to law enforcement. Stuart lives in the western suburbs of Melbourne with wife Milka, and children, Aleksandar and Natasha.

Keith Bhebhe

Mental health specialist



Keith is a mental health nurse manager, drug and alcohol specialist and a Community leader with 14 years of healthcare experience, in Australia

and UK. He holds an international masters degree in Addiction Studies, Bachelor of Science (Hons) in Mental Health Nursing.

Current roles include: Acting Program Manager Forensic Serious Offenders Consultative Services – A Government Mental Health Service focusing on management of individuals who have a history of serious violent and sex offending and/or sexual offending and serious mental illness/disorder (SMI) and complex needs; and part-time Penington Institute Workforce Development Officer.

Keith is also recipient of the Williamson Community Leadership Program 2018.

Recent professional projects include: Self-Harm and Suicide Prevention education program in Corrections services; Methamphetamine 'ICE' education programs for frontline staff; Scoping study into drug use trends among African Youth in Victoria; Introduction of Trauma Informed Care in Acute Forensic services; Management of Violence and Aggression in secure services; Educating staff in risk assessment tools in mental health services; Problematic use of prescription medication and Naloxone training to front-line workers in Victoria's 17 DHHS regions; and Hepatitis C – New treatment, education and research.

Commissioner

Andrew Crisp

Emergency Management Commissioner



Andrew Crisp is the current Emergency Management Commissioner for Victoria, heading up Emergency Management

Victoria. He started the role in August 2018. Previously he held the position of Deputy Commissioner of Regional Operations of Victoria Police.

Lorna Deng

National Australia Bank



Lorna is a HR consultant at the National Australia Bank (NAB) with expertise in designing, delivering and embedding strategic HR

programs and initiatives. Since joining NAB in 2014 Lorna has held various roles in Corporate Responsibility, Business Management, Talent & Leadership and Diversity & Inclusion.

Lorna is a passionate advocate for diversity and inclusion and women empowerment, and is a member of the Cultural Diverse Women's (CDW) network,

NAB's Cultural Inclusion committee, the South Sudanese Support Group committee and a mentor. Lorna holds a Bachelor of Psychological Sciences from Monash University and a certificate III in Business Administration.

Kenyatta J Dei Wal

Chairman, Federation of South Sudanese Associations of Victoria



Kenyatta is the founder and the current chairman of the Federation of South Sudanese Associations in Victoria. The Federation of South

Sudanese Associations in Victoria Inc. is a peak-body community organisation that was formed in 2015 to represent various South Sudanese community organisations' interest in Melbourne/Victoria.

Kenyatta has been a longtime advocate for community empowerment, social inclusion and social justice, he has extensive experience in youth issues and very passionate about youth engagement and empowerment.

Kenyatta is a public relations and communications trained professional with extensive experience in community services and resettlement programs. Demonstrated skills in community development and employment sector with well-established contacts and professional relationships build over the years in the industry.

Experienced in programs planning and implementation, designing professional communication and marketing materials for Government, Non-governmental Organizations, and Community organisations.

Richard Dent OAM (WCLP 2004)

CEO of Leadership Victoria



Richard Dent is CEO of Leadership Victoria, an independent nonpartisan nonprofit organisation which fosters leadership for

swifter, better progress on complex social, economic and environmental issues.

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Mamadou Diamanka

African leader



Mamadou Diamanka is a unique African Australian leader. His stand-out contribution is building bridges with the wider community and between

diverse African groups. He is a leader of the future, showing that Africans can help themselves and one another, not remaining dependent on outside assistance. His tireless work with young people and their families, in education, training and poverty alleviation has made him a key role model for young Africans and young Muslims in particular.

Mamadou founded the Australian and African Foundation for Retention and Opportunity (AAFRO) in 2010. Since then, he has been extremely active in building a network of other Africans from a diversity of backgrounds, as well as making contacts with leaders in government, education and charitable work, to develop the AAFRO organisation, and to run a range of innovative programs for young people designed to help them to stay in school, acquire life-skills that help them in the transition to work or further education- combating disadvantage and unemployment in order to assist their families and alleviate poverty. In late 2014 Mamadou was recipient of a highly competitive scholarship from the Ethnic Community Council of Victoria (ECCV) to participate in the 2015 Williamson Leadership Victoria program.

Mamadou's participation in this program and links to ECCV has given him opportunities to speak at events to advocate the needs of new arrivals in Melbourne and express his belief that every member of society, rich and poor, deserves to have a voice. These voluntary contributions to the broader professional community have enabled others in the field to gain a greater understanding of African perspectives and the problems faced by new arrivals in Australia.

In 2015 Mamadou was successful in gaining one of the ten Westpac Social Change Fellowships in Australia, providing him with the opportunity to learn from community organisations in Baltimore, Washington, New York, Dakar and Los Angeles with the aim of embedding restorative practices into African communities here in Victoria

to support young African's at risk of offending and providing them with independent living, employability and learning skills. In 2017-18 AAFRO organisation was one of the leading organisations to deliver crime prevention program for youth and adolescence within the western suburb.

Lynda Ford

Enterprising Partnerships



Lynda Ford is a Director of iGen Foundation, a not-for-profit organisation which promotes intercultural relationships and entrepreneurship in Australia.

Lynda is an Intercultural Cities Expert appointed by the Council of Europe and has created a Regional Intercultural Settlement Ecosystem (RISE) Approach for local governments wishing to attract migrants to their communities.

Via iGen Foundation, she volunteers with two partner agencies across two local government areas in south-west Victoria to deliver an Economic Migration Project which is underpinned by intercultural practices.

Lynda is the convenor of the DiverCities Network of Australasia, an arrangement between intercultural practitioners and academics which supports local governments in Australia, New Zealand, Japan and other Asia-Pacific countries to practice interculturality.

As CEO of Enterprising Partnerships, Lynda runs entrepreneurship programs for young people and migrants in various locations around Australia. One program, www.cultov8.com will assist 300 migrants to start their own businesses in 2018 and 2019 in Victoria.

Monica Forson

Co Founder, Afro Australian Student Organisation



Monica Forson is co-founder and president of the Afro-Australian Student Organisation, a member of the Multifaith Multicultural Youth

Network, and youth advisor for the Ghana Association of Australia.

Monica is a young woman of mixed Ghanaian and Australian descent who is currently undertaking a Master of Social Work at the University of Melbourne. A former president of the Africa Club at the University of Melbourne, Monica is the inaugural cofounder of Afro-Australian Student Organisation – which represents the interests of African students, providing them with tailored, culturally relevant services and an arena to network and form meaningful relationships.

She is a current finalist for the National Youth Week Youth Leadership Award.

She was a recipient of the 2014 Victorian African Community Youth Leadership Award and the 2013 Leaders in Communities Award from the University of Melbourne, which she received for her extensive voluntary and leadership experience in the community.

She is a member of the Multifaith Multicultural Youth Network, providing advice to the Victorian Government through the Office of Multicultural Affairs and Citizenship on issues and initiatives that affect young Victorians from culturally, religiously and linguistically diverse backgrounds; youth advisor to the Ghanaian Association of Victoria; steering committee member of Africa Day Australia, African Music and Cultural Festival and African Review Panel; and volunteer at the Asylum Seeker Resource Centre.

Monica is passionate about advocating for multicultural youth to be engaged in youth led organisations, education and employment. She wants to make a positive change to inspire and work directly with other young people to change the perceptions society holds about multicultural youth – and hopefully make the world a bit easier for the next generation to live in.

Carmel Guerra OAM

CEO, Centre for Multicultural Youth



Carmel Guerra is the founder and Chief Executive Officer of Centre for Multicultural Youth, the first and largest organisation in

Australia to work exclusively with migrant and refugee young people.

Carmel is widely recognised for her knowledge and advocacy on

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multicultural youth issues and her commentary has been published in major newspapers and journals.

Carmel has served on numerous boards and committees and is currently the Chairperson of the Multicultural Youth Advocacy Network (MYAN), the national peak body representing multicultural youth issues in Australia. She is also a member of the Youth Parole Board of Victoria, the Victorian Children's Council, the Migration Council of Australia and the SBS Advisory Committee.

Carmel was awarded a Medal of the Order of Australia in 2016 for services to multicultural youth in Victoria, the Victorian Premier's Award for Community Harmony in 2015 and the Centenary Medal for services to young people from migrant and refugee communities in 2005.

Anthea Hancocks

CEO, Scanlon Foundation



Anthea, who commenced with the Foundation in 2014, has a longstanding commitment to the community and

in particular the need to increase understanding and appreciation of cultural diversity. She is dedicated to ensuring a strategic outlook and professional approach by the Foundation to enable it to make a significant impact on growing social cohesion in Australia.

Ahmed Hassan

Director, Youth Activating Youth



Ahmed Hassan is a passionate and respected advocate for Melbourne's multicultural community, working

with government, Victoria Police and industry to highlight the issues faced by disadvantaged youth. Born in the northern suburbs of Melbourne to parents from Somalia and Eritrea, Ahmed is driven by a passion for social cohesion and bridging cultural divides.

At 18, he became the co-founder and Director of Youth Activating Youth, a not for profit organisation helping young people with education and employment.

He works hard to empower and motivate young people to break the cycle of disadvantage, with his efforts recognised by appointments to the Multicultural Youth Network, African Australian Community Taskforce and Deputy Chair of the Victorian African Action Plan Implementation Committee.

Ahmed is studying a Bachelor of Information Technology at Melbourne Institute of Technology and aspires to be a champion for Multicultural Communities.

Recently, he was selected by the Herald Sun for the 25 and under rising stars in Victoria, ranked within the top 5. In 2016, he was nominated for the Pride of Australia awards.

Zeinab Hussein

Manager Aged and Disability Services Migrant Resource Centre North West Region Inc.



Zeinab Hussein has over 20 years experience in community services. She has extensive experience in grass root community development, project

management, aged care and disability work. Zeinab also, worked in a consulting and advisory role with a wide variety of government and non-government organisations in her native country of Somalia, New Zealand and Australia.

Her more recent professional posts include: Managing the Aged and Disability Services at the Migrant Resource Centre North West Region Inc. – (2011 -18); and being a governance member of the West Metro Alliance – (2007-18).

The Alliance Governance Group (AGG) is responsible for setting and overseeing the strategic direction and priorities of the Alliance. The West Metro Alliance brings together the range of Home and Community Care Program for Younger People and Commonwealth Home Support Program funded organisations as well as Assessment organisations in western metropolitan Melbourne to support understanding and transition to the aged care and disability reforms.

Zeinab is also, an active member of the neighbourhood community of Deer Park and Cairnlea in the municipality of Brimbank.

Dr Diana Johns

University of Melbourne



Dr Diana Johns is Senior Lecturer in Criminology at the University of Melbourne. Her research and teaching mainly focuses on imprisonment

and post-prison social integration, and on young people in conflict with the law. She recently published her first book, 'Being and Becoming an Ex-Prisoner' (Routledge, UK). Diana is currently engaged in a range of research projects, including one with Monash and the Centre for Multicultural Youth (CMY) on South Sudanese young people's experience of the demonising media and political narratives about Moomba 2016 and 'African gangs'. In another project, she is exploring the post-release support needs of African-Australian people leaving prison in Victoria, with Dr Gerald Onsando and Mamadou Diamanka. She is co-convenor - with Dr Sophie Rudolph - of the Justice-involved Young People (JYP) Network.

Helen Kapalos

Chairperson, Victorian Multicultural Commission



Established in 1983, the Victorian Multicultural Commission (VMC) has provided independent advice to the Victorian Government to inform

the development of legislative and policy frameworks, as well as the delivery of services to our culturally, linguistically and religiously diverse society.

The VMC is the voice of Victoria's culturally and linguistically diverse (CALD) communities and is the main link between them and the government. Our unique multicultural society remains one of our state's greatest assets and strengths.

Operating under the Multicultural Victoria Act 2011 the VMC consists of 12 commissioners: a Chairperson, Deputy Chairperson, a Youth Commissioner, a representative of a community organisation and eight other members.

Objectives and functions: As specified in the Multicultural Victoria Act 2011 the VMC's objectives are to promote: full participation by Victoria's diverse communities in the social,

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cultural, economic and political life of Victoria, access by Victoria's diverse communities to government services unity, understanding, mutual respect and harmony among Victoria's diverse communities, co-operation between bodies concerned with multicultural affairs and diversity, a better understanding of Victoria's diverse communities, the social, cultural and economic benefits of diversity, and to encourage all of Victoria's diverse communities to retain and express their social identity and cultural inheritance.

A key function of the VMC is to provide honest and candid advice to the government on multicultural affairs and citizenship in Victoria.

Tigist Kebede

Counsellor



Tigist Kebede is a counsellor for victim and survivors of sexual assault, a Youth Advisor for the Ethiopian Community Association

of Victoria, a Community Advisor for A Seat at the Table, a member of the African Communities Working Group and Intercultural Advisory Group for the City of Melton.

Born in Sudan, Tigist is young woman of Ethiopian Heritage. Professionally, she has a master's degree in counselling and is currently working at the Western Region Centre Against Sexual Assault. She is an advocate against sexual and family violence. Tigist has designed and facilitated numerous workshops and community education, focusing on sexual assault, mental health, substance use and family violence.

Tigist sits on the African Communities Working Group (ACWG) and Intercultural Advisory Committee (IAC) for Melton City Council. The ACWG has had their work utilised by Victoria Police and local and Victorian Government as well as being presented with a Sustainable Cities – Keep Victoria Beautiful Award for Community Development.

For almost two years, Tigist has also volunteered her time as a community advisor for the Seat at the Table initiative by HealthWest. Seat at the Table aims to increase mental health awareness and access for youth of asylum seeker and

migrant backgrounds. This is an initiative which works in collaboration with Orygen Youth Mental Health, Headspace, and local governments such as Brimbank, Wyndham and Hobsons Bay. As a result of the co-design process, Tigist, along with the other community representatives, youth volunteers and service providers have co-created and delivered mental health projects for the community.

Tigist is also an active member in her local Ethiopian Community. Tigist has been the Master of Ceremonies for various community events as well as being on the key planning committee for the annual Ethiopian New Year Festival, which has an estimated 3000 people attendance.

Tigist is passionate about increasing knowledge about mental health, sexual and family violence. She is hopeful that her work will help break down stigmas and taboos associated with making disclosures and accessing services.

John Kuot

African Community Leader



John has a professional background across Community, Government, Finance, Technology and Start-ups extending over

10 years. John Kuot currently splits his time between serving the African Community in Victoria through various government and private initiatives that aims to increase community participation and social cohesion and his day job of being the African Program Coordinator for Parkville College. John serves on various state government initiatives such as the African Community Police Tasked Force, and the African Ministerial Working Group. John also, serves as the Treasurer for South Sudanese Australia Youth United. A non-for-Profit youth organisation that focus on peer to peer mentorship and capacity building for young people from South Sudan. As the African program Co-ordinator, John manages and facilitates the program across Parkville and Malmsbury youth detention centres. The African program is a trauma informed culturally tailored program that aims at addressing cultural identity issues for young people with significant trauma issues that impact their identity. John also runs workshops across Parkville College for staffs aiming at

building culture competency through the pedagogy of Culture Responsive Practice (CRP).

Marion Lau OAM JP

FECCA, Healthy Ageing Chair



Marion Lau OAM JP is the FECCA's Healthy Ageing Chair. She is also the Honorary Secretary of the Ethnic Communities' Council of Victoria (ECCV), and chairs the Council's Aged Care Policy Committee.

Marion is the Director of Management Consultancy & Technology Services (MCATS), and provides as one of its many services, consultancy to aged care services providers.

Marion has vast experience in addressing issues on ethnic health, ethnic aged care, and women's issues. She holds a number of director positions and sits on many boards, committees and reference groups that look at issues impacting on the health and well-being of older Australians, particularly those from Non-English Speaking Backgrounds.

Marion received the Order of Australia Medal for her work with older Australians and a Centenary Medal for services to multiculturalism. She is on the Victorian Honour Roll for Women, a Paul Harris Fellow of Rotary International, and was a Former People of Australia Ambassador and Community Representative Commissioner on the Victorian Multicultural Commission.

Selba Gondoza Luka

Mental Health Clinician



Malawian-born, Selba Gondoza Luka is a Mental Health Clinician specialising in at-risk Youth within the African and CALD (Culturally and Linguistically Diverse) communities.

Ms Luka, a domestic violence against women campaigner, inspired by her own experiences of domestic abuse and the long process of repairing a fractured relationship with her own daughter, Ms Luka came out of the darkness and founded Afri-Aus Care in 2015. Passionate about breaking the Youth-Prison cycle for many, and closing down the gap

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of Intergenerational Conflict, Ms Luka has been a pivotal foundation for many troubled and fractured families to stabilise on as they take major steps along the path of recovery.

Her experience in understanding Youth needs, lead to her turning to sport as a Primary Intervention tool and in 2016, along with Jamy Alex, founded the Black Rhino's Peregrine Falcons Basketball Club. Since its creation the Basketball Club has worked both inside and outside of the Prisons to help many more Youth repair the impact of their missteps. This has ensured they forge stronger, positive relationships with their own families, broader communities, government and private organisations.

Loan Mach

National Australia Bank



Loan is a Talent Acquisition Consultant at the National Australia Bank (NAB) overseeing the delivery and management of the

African Australian Inclusion Program (AAIP). Loan has held various positions, including leadership roles in both within NAB and elsewhere in areas of Retail and Managed Services within the Telecommunication Industry. She has also owned her own business within Hospitality.

Loan is passionate about helping people reach their potential and believes that every person deserves fair treatment regardless of your background or personal circumstances.

Tatek Menji

Ethiopian Community Leader



Tatek, originally from Ethiopia, arrived in Australia as a political refugee in 1985. Previously he was a political Refugee in the Republic of Djibouti.

Tatek was involved in establishing the Ethiopian Community Association in Victoria in 1986. Ever since, he has been a volunteer involved in different roles on executive committee, board committee and sub-committee positions of the community. Thus, he learnt and earned

many community service matters, trophies and certificates.

On Ethiopia, he had been a primary school teacher and a political activist, and has continued pursuing political activism against the Ethiopian tyrannical political system here in diaspora Australia.

In Australia he has pursued further studies and has obtained a degree in International Studies, a post graduate diploma in public policy, a Diploma in Liberal Arts, an advance certificate in community studies and People with Disability and various short term courses' certificates.

He has also worked as a process worker, machine operator and clerk for the Department of Defense in Australia.

In July 2013, the Ethiopian Community in Victoria founded Edme Tsega, an Ethiopian elders' and seniors' Club Foundation, for one umbrella organisational service to deal with their various ageing issues including social isolation, elders group sharing issues and space together and to provide various age related services. Beginning early in 2016, Tatek has been the co-coordinator of the club.

His discussion focuses on the Africans Context "Barriers for Dignified Ageing" for Africans in Australia; exemplified by a number of lessons from other communities and agencies worked together in partnerships.

Dr David Mickler

University of WA



Dr David Mickler is the Director of the Africa Research & Engagement Centre (AfREC) and a Senior Lecturer in Foreign Policy &

International Relations at the University of Western Australia, Perth. He is also the inaugural Co-Chair of the Worldwide Universities Network Global Africa Group (WUN GAG) and since 2016 has hosted the Australia Africa Universities Network (AAUN) Annual Forum at UWA. David was formerly a Lecturer in International Relations at the University of Melbourne (2010-14). David's research explores contemporary Australia-Africa relations as well as the African Union's role in regional governance. His books include *New Engagement: Contemporary*

Australian Foreign Policy Towards Africa (Melbourne University Press 2013), *The African Union: Challenges of Peace Security and Governance* (Routledge 2016), *Africa and the Sustainable Development Goals* (Springer, forthcoming 2019) and *The African Governance Architecture: Principles, Platforms and Politics* (Routledge, forthcoming 2019). He has developed research and education collaborations in Ethiopia, Kenya, South Africa and Ghana. At UWA David teaches POLS3334 The International Politics of Africa, POLS5671 Peace and Security and Africa and SOCS5105 International Collaborative Study Experience (Perth-Pretoria-Jakarta) and he supervises seven African-Australian PhD students. In 2013 in Melbourne, he co-convened with the African Think Tank the international workshop 'Building Sustainable Peace in Africa: Engaging Australians', and in 2018 David won the Community Pillar Award at the inaugural WA African Community Awards hosted by the Organisation of African Communities in WA.

Pino Migliorino

Managing Director, Diverse Werks



Pino established the Cultural Perspectives Group in 1994. In this time, the company has become a market leader in the area of research,

communications and diversity consulting, culminating in the development of Cultural and Indigenous Research Centre Australia (CIRCA) and DiverseWerks. Pino draws on his experience in working with communities, and his expertise in strategic communications development and organisational strategic planning.

Pino complements his professional experience with over three decades of involvement as a volunteer in civil society organisations concerned with settlement, welfare, the arts and aged care. He recently spent four years as the Chair of the Federation of Ethnic and Communities Councils Australia (FECCA). Pino's skills in community engagement, strategic communications, and policy (including framework development) are widely recognised in the sector. He is currently on the board of the National Accreditation Authority for Translators and Interpreters (NAATI) and Australia's National Research Organisation for Women's Safety (ANROWS).

CONFERENCE SPEAKERS

In June 2017 Pino was made a Member of the Order of Australia for his work with the Italian community.

Barbara Mountjouris

Department of Health and Human Services



Barbara Mountjouris is Assistant Director, Seniors Programs and Participation in the Diversity and Community Participation branch of

the Department of Health and Human Services. She has an extensive and varied background in public policy and program development and management. She has worked at State and Commonwealth levels leading performance audits assessing economy, efficiency and effectiveness of government policies and programs. In the Victorian Government she has held executive positions in social policy portfolios including youth, multicultural affairs and seniors. She is currently responsible for the Victorian Seniors Card Program, the Victorian Seniors Festival, the Elder Abuse Prevention and Response initiative, support for the role of Commissioner for Senior Victorians and a range of policy and funding programs addressing ageing population issues and supporting seniors participation in the community.

Dr Charles Mphande

Victoria University



Dr Charles Mphande, communication for development specialist, educator, applied linguist, is Senior Lecturer in International

& Community Development in the College of Arts & Education, Victoria University. He has years of experience in community change work overseas. In his academic work, his areas of teaching and research are social change & development; public action and advocacy; community networks and resilience. He has done some extensive community-based research among emerging African communities in Victoria on matters of communication, commissioned by VOMA (now VMC). He works with various community-based organisations including the Pan-African Australasian Diaspora Network (PAADN)

on many projects and programs to promote social and economic wellbeing of emerging African and other communities in Australia, and that of Africa.

Cecilia Rabeca Mphande

Educator



Rabeca is an educator for 31 years, a specialist in English, English as an Additional Language (EAL), History, Literacy and Adult Education.

She has Master of Literacy and Master of Education. She is now studying the Advanced Leadership Program with NESLI. Rabeca is a Highly Accomplished Teacher and currently the EAL Curriculum Support Leader at Hampton Park Secondary College (HPSC), Melbourne, Australia. She has been the EAL Coordinator at the College. She is the Founder of Go MAD with English, Literacy and Computer Skills, a community project that supports adult migrants, especially women, children and youth to smoothly integrate into the mainstream English Australian society. Rabeca is a well-known and well-respected key Victorian African Community female leader who has made multiple accomplishments within education, community and strategic planning (policy) settings. Her recent achievements: Producing outstanding VCE EAL results, Contribution to the development of the Victorian African Communities Action Plan, Initiating and leading the MASSRULE Partnership of 8 Victorian African Communities, fostering collaboration in planning and delivering the Strengthening African Australian Families and Communities Relationships Convention (SAAFRCR), designing the WAVES-Victoria and ACES-Victoria Projects aimed at capacity building of the youth, women, families and communities from disadvantaged backgrounds to become socially and economic self-reliant, Recipient of the Winner of Women in Leadership Ministerial Award, Africa Day Australia's Lifetime Recognition Award (service to the African Community) and Ambassador for Peace Award and establishing a lifetime-memorial HPSC Homework Club.

Her teaching and student management expertise has positively impacted on her students' learning outcomes, both young and adults of migrant origin and

mainstream English background. Her leadership, coordinating, collaborating, organising and management skills have had enduring impact on diverse cohorts of women, students, families, colleagues and people from CALD background she has interacted with. Rabeca believes in sustainable inclusive education that captures the voice and the needs of the youth, woman and the girl-child.

She is an active member of the Victorian African Community in Australia, positively contributing towards development, integration and social cohesion. Her ongoing unfeigned commitment to making a difference especially across youth, women and the girl-child from diverse cultural backgrounds across Victoria and Australia as a whole, is captured through the various volunteer community positions she operates in: Outgoing member of the African Ministerial Working Group (AMWG), Vice President of Africa Day Australia, Secretary for Nelson Mandela Day Commemorative Committee, Pan African Australasian Diaspora Network Councillor – Chair for Women and Gender Equality, Vice Secretary for African Women and Families Network, Mentor with Leadership Victoria, Member of the African Australian Community Leadership Forum, Member of PAADN's Community Leadership and Engagement, Member of PAADN's Youth, Sports, Arts and Culture and the outgoing ADA Forums (Families, Youth and Advancing African Australian Agenda) Coordinator. There is a track record of distinctive outcomes of her work: advocacy, improving policy, empowering youth, women, families, communities and men.

Talented with creativity, design and, English language and communication, she has designed action plans such as ADA's Youth and Families Strategic Plans and various inclusive projects including the Building Youth and Families Social Capital for Strengthening Social Cohesion Project, the African Communities Empowerment Series (ACES Victoria 2018 – 2021) and WithYu African Victorian Empowering Series (WAVES-Victoria). The Building Youth and Families Social Capital for Strengthening Social Cohesion Project results from the initiative of collaboration with Youth Justice, South East Metropolitan Region. The ACES-Victoria and WAVES-Victoria are holistic projects of a series of collaborative, educative, informative, skill/knowledge-

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building, access and participation for the disadvantaged African communities living in Victoria. Aimed at engaging women, the girl-child, youth, men and communities, these initiatives will involve clinics for skills training, workshops, seminars, referrals and discussions on issues such as entrepreneurship; managing deviant and criminal behaviour among African youth; Supporting and developing budding African-Australian creative arts and sports stars; Healthy Lifestyle within the community, Promoting education, English language and literacy and promoting a positive image of the Africans in diaspora among others. These activities will be periodic and ongoing for the length of 3-4 phased projects, respectively. The Projects aim at increasing the social and economic participation of vulnerable and disadvantaged individuals, women, youth and families within various African communities and enhance their lifetime well-being, sense of community, and sense of belonging to be self-reliant.

Emmanuel Musoni

Chair, Great Lakes Agency for Peace and Development international



Emmanuel Musoni is the chair of Great Lakes Agency for Peace and Development International (GLAPDInt), a community

organisation founded in 2012 in Sydney. Emmanuel has been engaged in community development for many years both in Australia and in his home country.

Emmanuel was born in a refugee camp and raised there until he was 16 years. This has led him to be strongly committed and passionate about advocating for better settlement and integration of refugees and migrants from African backgrounds into the Australian community.

Through his community engagement and community based approach he managed to resettle families from a refugee background formerly living in cities to Mingoola, a small country town in regional NSW. Together with Julia Harpham of the Mingoola Progress Association, Emmanuel organised the filming of the Mingoola resettlement program which produced a fabulous episode of *Australian Story* called "a Field of Dreams".

Abeselom Nega

CEO, Iempower



Abeselom is the CEO of iEmpower a highly regarded youth services organisation. Previously, Abeselom was the State and General Manager of

AMES Employment overseeing 400 staff and with a budget of over 40mil. He has served as a senior executive in public, community and private sector based organisations.

He has served as the Board member of the Victorian Equal Opportunities and Human Rights Commission (VEOHRC), Chair of the Audit and Risk Management Committee of VEOHRC, as a Commissioner of the Victorian Multicultural Commission (VMC) and Board member of National Accreditation Authority for Interpreters and Translators

He is a member of Settlement Services Advisory Council (SSAC), member of the Victorian government African Ministerial Working Group (AMWG) and currently the Chair of the Melbourne Employment Forum (MEF). Abeselom is interested in facilitating meaningful opportunities for young people from disadvantaged backgrounds through partnerships with the public, private and community sector based organisations.

Juliana Nkrumah AM

Settlement Services International



Juliana Nkrumah AM is the Domestic Violence Project Manager at Settlement Services International. Juliana founded African

Women Australia and has served on several Boards to improve the status of women, including the Board of YWCA NSW, Australian National Committee on Refugee Women, Act for Peace, African Ministerial Committee, and the Eminent Australians Committee to review the Australian Citizenship Test.

Juliana was awarded Membership of the Order of Australia for her work in the community, and was the winner of Woman of the West from University of Western Sydney in 2007.

Dr Gerald Onsando

Researcher



Dr Gerald Onsando is an experienced researcher and evaluator of humanities and social sciences particularly in education, employment,

and social cohesion. Dr Onsando has worked in government and non-governmental organisations where he contributed in developing evidence-based policies that address complex social challenges. In a recent research consultancy for the Department of Justice and Regulation, Dr Onsando conducted research that reported on experiences and perspectives of African prisoners in Victoria. A number of recommendations aimed at supporting this prisoner cohort while in prison and after they are released were documented in his project report. In this presentation, Dr Onsando will speak about an ongoing research project that is looking at family and community support for African Australians released from correctional facilities in Victoria.

Bede Othow

National Australia Bank



Bede commenced her employment at NAB via the African Australian Inclusion Program 6 years ago. She has since had four different

roles within D&I, recruitment, change & comms and Talent management (Graduate Experience).

Apart from her core work-related responsibilities she is involved in progressing diversity and community building exercises including:

- Being interviewed on SBS radio about both her story and more generally cultural diversity in the Australian workplace
- Presenting to secondary school children about her experience and being a de facto role model for them
- Being involved in ongoing community building exercises within the South Sudanese community in Melbourne
- Being a committee member in NAB's new Cultural Inclusion Employee Resource Group

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She is also currently studying for her Masters in Human Resource Management and is driven to develop herself personally and professionally.

Cliftons strength finder – Top 5 Strengths are: Communication; Maximizer; Woo; Relator; Arranger.

Councillor Kris Pavlidis

Chair, ECCV



Cr Kris Pavlidis is honoured to have the privilege to serve the City of Whittlesea as an elected Councillor now in her 4th Term,

and was the first female Mayor of Greek background to serve the municipality. She was elected Mayor for the second time in November 2017. A proud resident for more than 40 years, Cr Pavlidis is a passionate community activist and advocate for social justice and has actively pursued Reconciliation, cultural diversity and gender equity portfolios. She is a strong advocate for increased infrastructure that our community expects and deserves and would like to see improved planning of roads & neighbourhoods, and business and job growth. Cr Pavlidis sits on several committees including Whittlesea Community Futures and Council's Arts Cultural and Sporting Grants Program for Young People Committee, and is the Chair of the Ethnic Communities Council Victoria and a Director of Pronia Family Support. Cr Pavlidis holds post graduate Degrees in Behavioural Sciences & Management.

Ljubica Petrov

Manager, Centre for Cultural Diversity in Ageing



L jubica Petrov is the Manager of the Centre for Cultural Diversity in Ageing and is the President of the Serbian Community Association

of Australia. Ljubica has worked in the aged care sector for over 24 years, leading the implementation of initiatives that ensure equitable access to quality services for all older people, especially those who migrated to Australia and speak languages other than English. Ljubica participates in numerous

government, aged care sector and community advisory groups where she provided policy advice and advocates for an inclusive approach to addressing the needs of disadvantaged members of the ageing community.

Ed Quin

Department of Premier and Cabinet



Ed Quin is the Assistant Director, Community Participation Branch in the Multicultural Affairs and Social Cohesion Division of the Victorian

Department of Premier and Cabinet.

The Community Participation area has responsibility within government for supporting the implementation of the African Communities Action Plan, having supported the African Ministerial Working Group in the development of the Action Plan. The Branch also covers areas including settlement, language services and Victoria's family violence response as it relates to culturally diverse communities.

Ed has worked across social and economic policy and intergovernmental relations both within DPC and in various government departments, and has qualifications in Asian Studies and International Relations from Griffith University, Monash University, and the University of Melbourne.

Jerril Rechter

Chief Executive Officer, VicHealth



Jerril Rechter is the CEO of VicHealth. She has extensive experience in leadership across the areas of government and not-for-profit sectors.

Jerril is a World Health Organisation Advisor and is Chair of the International Network of Health Promotion Foundations. Her current Ministerial appointments include Chair of Victoria's Justice Health Ministerial Advisory Council and membership of the Liquor Control Advisory Council. Jerril was also a member of the Advisory Panel for the Inquiry into Women and Girls in Sport and Active Recreation and the Work Health Advisory Group. She regularly presents at state, national and

international conferences and events to share her experiences in health promotion, leadership, and the potential of innovations to improve health and wellbeing for everyone.

She has served on various state and national boards and committees, including VicHealth's, as Board Member from 2004 to 2010. Her past Ministerial appointments included the Victorian Eating Disorders Taskforce, Australia Day Committee Victoria, Australia Council for the Arts, Deputy Chair Dance Board, Arts Tasmania Board, Brand Tasmania Board and the Community Leaders Group Tasmania.

Jerril is a recipient of a Centenary Medal, Tasmania Day Award, and Fellowships from the Winston Churchill Memorial Trust, Australia Council, Harvard Club of Australia, the Australian Davos Forum-Future Summit, and Williamson Community Leadership Program (Leadership Victoria).

Jerril holds a Master of Business Leadership from RMIT University and is a Fellow of the Australian Institute of Company Directors. She is the Chair of the Stephanie Lake Dance Company and on the Board of the Western Bulldogs Football Club.

Jerril has held executive positions at Leadership Victoria, Melbourne International Festival of the Arts, Footscray Community Arts Centre, and founded Stompin Youth Dance Company.

In 2015, Jerril won the Victorian Telstra Businesswoman of the Year Award in the Victorian Government and Academia category, and was also a finalist in the same category for the national awards.

Jerril was named in The Australian Financial Review and Westpac 100 Women of Influence in the Public Policy category for 2016. She was also included in the inaugural Top 50 Public Sector Women (Victoria) list, which shines a spotlight on exceptional leaders, highlighting their work and creating role models for other women in the sector.

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David Reynolds

Principal, Melton Secondary College



David Reynolds is Principal of Melton Secondary College in outer western metropolitan Melbourne. In a career spanning

thirty years, David has been a principal for the past 10 years and before that was a teacher of English as an Additional Language.

Melton Secondary College is growing rapidly in size and in the diversity of student backgrounds. Over the past two years it has established an extensive range of programs and partnerships with neighbouring schools, government and non-government authorities and community networks to strengthen African-Australian student engagement with education. This year the school is working with neighbouring Catholic Regional College Melton and using the Victorian Department of Education and Training's Place Based Partnership Initiative to develop an African-Australian Mentoring program for students across the two schools.

Robert Aduer Ring

Community Liaison Officer | Melton Secondary College



Robert Aduer was born in Juba, South Sudan. At a very young age, Robert moved to Ethiopia, then back to South Sudan where

he later settled in Kenya for some time. Robert migrated to New Zealand where he lived in Auckland for more than 10 Years. In New Zealand, Robert studied Health Science in Health Promotion in Public Health, including Diploma of Art at the Auckland University of Technology. Robert has done many other training that are professional development focused.

During Robert's academic years, he was largely involved in many volunteering and community engagement initiatives works. Robert was a Senior Student Mentor for many years at the tertiary education. Robert worked at various student services, such as Student Centre, Student Experience Team at the AUT University. Robert was a Co-founder of an African Student Association in New

Zealand. The purpose of formation of an African Student Association was because of many underlying issues that were facing African Students and community at the tertiary setting, both domestic and international students. In addition, Robert has worked at Lifeline, where he engaged clients while providing phone Counselling service through Crisis Line and support.

Robert's work was predominantly driven by his passion for community engagement, capacity building and empowering community to take great initiatives and ownership of their outcomes, especially health and well-being. Robert has worked both at Primary and Secondary Education, who has extensive knowledge and background on the important transitions scopes and pathways. Robert has previously worked at Sunshine Harvester Primary School at Sunshine. Robert currently work at Melton Secondary College as Community Liaison Officer.

While predominantly working with the Department of Education and Training, Robert engages with various community engagement initiatives with broader African Australian communities and youths. Through his engagements with community initiatives, he is a member of the Melton Council African Working Group, Melton Council Intercultural Development Committee, Victorian African Australian Taskforce with the Victoria Police, and a Member of Victorian Multicultural Commission as a Regional Advisory Council for North West Metro.

Robert also engages with initiatives that both support African Australians and South Sudanese Community to promote and build the capacity of the community while linking community to organisations, especially young people.

Catherine Scarth

Chief Executive Officer, AMES Australia



Catherine Scarth's career has focussed on the design and implementation of innovative social programs and

enterprises in Australia and the United Kingdom. She has achieved this through the creation of partnerships with government, employers and the community sector to deliver programs designed to increase the economic and social participation for newly arrived migrants and refugees.

Ms Scarth is the Chief Executive Officer of AMES Australia, an organisation providing a wide range of interconnected settlement, education, vocational training and employment services in Victoria, South Australia, New South Wales and Tasmania.

Ms Scarth is a member of the Settlement Services Advisory Council (SSAC), Chair of Connect Settlement Services and a Board member of the Migration Council of Australia.

Among her achievement, Ms Scarth was recognised as one of 100 Women of Influence in Public Policy 2016.

Shillar Sibanda

Chair, Africa Day Australia



Shillar is a Registered Psychiatric Nurse who has worked across the public and private health care sectors. She has degrees in Accounting,

Nursing and a Masters in Psychiatric Nursing. Her passion is to promote emotional well-being and positive mental health of clients and families.

Shillar is a champion community volunteer, past president of the Zimbabwean community where she introduced a healthy living program called Keep Moving that promoted nutrition, mental, physical and emotional health with amazing results. Shillar is the current President of Africa Day Australia Inc. whose mission is to provide a platform that fosters African Australian communities participation in the socio-economic and political matters affecting

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their everyday lives. Her objective is to promote social cohesion within the broader Australian community while at the same time promoting a strong sense of community identity among CALD Communities.

She is a Director of Hand2Hand Sincedane a charity that donates equipment to schools in Zimbabwe, she is also a Treasurer at Mothers On Prayer, a member of African Australian Communities Leadership Forum, African Ministerial Working Group, African Music and Cultural Festival and Nelson Mandela Day Commemorative Committee.

Councillor Bob Turner

Mayor, Melton City Council



Bob Turner immigrated to Australia from Dundee, Scotland, in 1989 with his wife and three young sons and settled in Melton in 1990.

Since then, his sons have married and Bob is now proud grandad to six beautiful grandchildren.

A toolmaker by trade, Bob was a founding member of the Melton Street Surfer Bus, Melton Idol and The Gap on Graham Inc Youth Centre initiatives. He is an active member of The Gap on Graham Inc, local community radio station 979fm, the Lions Club of Melton, the Red Cross, and is an L2P driving instructor.

Bob was first elected to Council in 2008 and re-elected in 2012 and 2016. He served as Deputy Mayor in 2012/2013 and 2016/2017, and as Mayor in 2013/2014.

Keen to keep rate rises to a minimum while still being able to deliver the services his community needs, Bob is a strong advocate for improving our transport system, in particular, the frequency and duplication of the local train service and better local bus linkages. He also supports duplication of the Melton Highway, improvements to local health services (especially increasing the number of doctors and availability of hospital day and dental services), and an increased police presence in the City of Melton.

Bob is passionate about the health and wellbeing of young people, especially in the areas of training and education.

He strongly supports improved facility and program delivery, the establishment of more primary and secondary schools in the City of Melton's growing suburbs and better local access to TAFE.

Paige Van Every

Jesuit Social Services



Paige Van Every was pleased to join Jesuit Social Services in 2016 as the Operations & Relationship Manager for Corporate Diversity

Partnerships. Prior to this, Paige has worked across all sectors – corporate, government and not-for-profit sectors specialising in project management and major events both in Australia and overseas.

Paige has a Bachelor of Arts, a Masters in Event Management, and is currently studying Business Management & Leadership. Paige is passionate about giving back to the community and building a just society. Paige enjoys spending time with her family, speaking French, all beach sports and wants to start learning Arabic in the new year.

Sonia Vignjevic

Victorian State Director
– Strategy, Growth & Partnerships
Settlement Services International (SSI)



Sonia holds a Bachelor of Arts with a major in Psychology & Human Movement, a Graduate Diploma in International Law,

Post Graduate Certificate in Trauma Counselling & Psychotherapy, is an Australian Registered Migration Agent and currently a Commissioner with the Victorian Multicultural Commission. Sonia also actively volunteers in her own community and with Refugee Legal supporting people seeking asylum.

Sonia is an executive manager with over 19 years' experience, has significant skills and knowledge of, the multicultural sector, migration and resettlement. She has strong leadership, strategic and stakeholder engagement skills; has developed and maintained effective partnerships with key stakeholders including all tiers of Government and civil society.

She is currently employed as the Victorian State Director – Strategy, Growth & Partnerships at Settlement Services International, has held the position of Director Partnerships & Community Development at Eastern Community Legal Centre, Acting CEO at South East Community Links, previously she was the Principal Advisor of Operations at Anglicare Victoria, National Manager of Community Migration Programs at Australian Red Cross and before that her role was Executive Manager Settlement & Family Services at Spectrum MRC.

Zione Walker

Incubate Foundation
& Change Architects



Zione is the Principal Adviser, in the Settlement unit at Multicultural Affairs and Social Cohesion Division within Department of

Premier and Cabinet.

She recently joined DPC after taking two years off from her last public sector role as the Human Rights Manager at Victoria Police, to focus on community work running a mentoring social enterprise called Incubate Foundation.

Zione has been a lawyer for over 16 years representing thousands of clients in the areas of family law, child protection law and family violence at Victorian Aboriginal Legal Service, Victoria Legal Aid, Women's Legal Service.

Zione is also a trained adult educator and facilitator and has been involved in significant policy and law reform and social change projects such as:

- As the state co-convenor of the Violence against women and their children working group and the national co-convenor of Women's Legal Services Australia; leading the most significant changes to the Family Law Act to provide safety for family violence victims
- As the human rights manager at Victoria Police developing the first human rights train the trainer package with police for police to acculturate and embed a human right practice throughout the police force.
- Creating the first ever African Australian social enterprise hackathon linking young African Australians to investors and business accelerator programs to launch their social impact businesses.

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Dr (Prof.) Mimmie Claudine Ngum Chi Watts

MPH; GCTE; Ph.D.

Academic, Commissioner,
Non-Exec Board Director,
Change Leader, Advocate, Consultant



Dr Watts is a strategic thinker, advocate, a public speaker and a Public Health Expert and a leader in women's health, gender health

and international health. Her expertise includes: women's health, social inclusion, chronic disease prevention and management, health promotion, migrant and refugee health, strategic planning and health policy as well as curriculum development and teaching research methods.

Dr Watts was appointed by the Department of Health to the reference group responsible for the implementation of the first Victorian Sexual and Reproductive Health Plan for the state. She served on the Federal Government Reference Group for the FGM Prevention Plan. Dr Watts is a Commissioner at the Victorian Multicultural Commission; Deputy Chair, Board of Directors at Women's HealthWest, a former Board Director at Western Health and currently serves on the Board of AMES Australia. Dr Watts Chairs the African Diaspora Women Summit Committee. Dr Watts is a respected public speaker, strategic thinker and academic with local and global networks.

Lisa Wilson

Director, River Nile Learning Centre



Lisa is an established company director and general manager with extensive experience in strategic planning, governance, stakeholder

engagement and general business management. She has a strong track record of voluntary service in community leadership, women's advancement and Horn of Africa communities.

Lisa is the Founding Principal of the River Nile School (RNS) and Director of the River Nile Learning Centre (RNLC) – a unique, award winning model addressing the unique education needs of young refugee, asylum seeker or disadvantaged new arrival women.

She is a Graduate & Fellow Australian Institute Company Directors, Australian Rural Leadership Foundation and Australian Graduate School of Management.

Monday 12th November 2018

AFRICAN THINK TANK CONFERENCE DINNER GUEST SPEAKER

Chin Tan

Race Discrimination Commissioner



Chin Tan commenced his term as Race Discrimination Commissioner on October 8, 2018.

Prior to joining the Commission, Chin spent three years as the Director for Multicultural Engagement at the Swinburne University of Technology in Melbourne.

Chin's focus at Swinburne University as the head of its cultural diversity strategy was to work collaboratively across the University and the wider community to ensure that Swinburne succeeded as an institution of cultural diversity excellence.

His leadership role resulted in Swinburne on 23 November 2017 being conferred a High Commendation award by the Victorian Government under the Victorian Multicultural Excellence Awards 2017 – Business category.

Chin was the Chairperson and Statutory Head of the Victorian Multicultural Commission from 2011 to 2015. The Commission is an independent statutory authority with responsibilities to support and promote the benefits of Victoria's cultural diversity.

Previously, he enjoyed a successful career of more than twenty-four years as a practising lawyer that included partner roles at a number of Melbourne firms.

Chin was the Co-Chair of the Police and Community Multicultural Advisory Committee and served in many other organisations and bodies. This included the Chamber of Commerce, the Australian Football League's Multicultural Focus Group, professional and business associations and Local Council committees.

He was until recently a member of La Trobe University's Asia Advisory Board and has had either led or been a member of many other community organisations. Chin was also the President of the Chinese Community Council Australia (Vic) 2016-2017.

GENERAL INFORMATION

Venue

Melbourne University – Business & Economics
Building 110 (The Spot)
198 Berkeley Street, Carlton

Registration Desk – Location and Hours

The Registration Desk will be located on the Ground Level,
The University of Melbourne, Outside the Prest Theatre and
will be open at the following times:

Monday 12 November 2018	8.00am – 5.00pm
Tuesday 13 November 2018	8.00am – 5.00pm

Conference Dinner

Monday 12 November	6.30pm – 10pm
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The Windsor Hotel Melbourne
Bourke Room
111 Spring Street, Melbourne

The Windsor Hotel is steeped in history and their Service is excellent.
A three course dinner plus beverages included in the ticket price of
\$120 per person. Pre booking is essential.

Conference Catering – Monday & Tuesday

Lunch and coffee breaks are included in the conference registration
fees for delegates. Conference catering will be served on Level 2.

Mobile Phones

The Committee kindly asks all delegates to please turn off
mobile phones whilst in sessions.

Name Badges

Participants are asked to wear their name badge at all times. We ask that
you leave your name badge for recycling at the end of the conference.

People with Special Needs

Every effort has been made to ensure that people with special needs are
catered for. Should you require any specific assistance, please contact staff
at the registration desk to enable us to assist.

Speakers and Session Chairpersons

Speakers/Chairpersons are requested to report to the registration desk at
least the break before their presentation or earlier to ensure sufficient time
to prepare for your session.

Further Information

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Conference Managers

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