

**Triennial and International Conference
of the Settlement Council of Australia**



Settlement and Citizenship in Civil Society

5 - 7 May 2016

Melbourne, Australia

Conference Report



**2016 Triennial and International Conference
of the Settlement Council of Australia**

Settlement and Citizenship in Civil Society

Thursday 5, Friday 6, Saturday 7 May 2016
Zinc, Federation Square, Melbourne, Australia

Settlement Council of Australia

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**Full conference proceedings are
available at www.scoa.org.au**



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Introduction

The Settlement Council of Australia's role is to ensure the best possible settlement outcomes for migrants, including people of refugee background. Our vision is an equitable, respectful and inclusive Australia, where effective settlement outcomes provide every opportunity to humanitarian entrants and other migrants to fully participate in society and to realise their full potential. SCoA's work is informed by principles of human rights, multicultural democracy, social justice and inclusion. Our national settlement standards aim for transparent, accountable, respectful and client-centred governance and leadership.

SCoA's third triennial, and first international, conference was attended by nearly six hundred participants over three days. International, national and local presenters and other participants had input into the strategic recommendations that will continue to ensure, and to improve, the high settlement standards for which Australia is known.

So many unforeseen changes on the world stage have occurred since the last SCoA conference in 2012. In that time there have been major shifts in settlement development across Australia, where the people we serve navigate their new society and exercise their determination to start afresh and to belong, as well as to achieve the dreams they have for their children. In this third conference we heard our overseas colleagues share their experiences, challenges and achievements and their engagement will inform our future work across national boundaries. This report, and its recommendations, highlights the

messages heard throughout the conference in presentations on global impacts, local challenges and achievements and the ways regional and local initiatives are trying to positively develop as well as redress these situations.

The settlement sector is a powerhouse of knowledge, skills, experience, resourcefulness and humanity with a collective history of migration and settlement spanning nearly half a century. The collective experience it brings to civil society globally, and to Australia's multicultural development locally, is enormous! The settlement sector's work is at the coalface; its expertise in democratic participation, diversity in organisation, collaboration and sector innovation provides our global societies with a vast repository of knowledge and experience, and most importantly, a framework for human rights, social justice and social harmony.

We all need to take responsibility for practically furthering the strategies and recommendations within this report in order to ensure we strengthen policies and procedures for the safety, hope, active participation and belonging for those who have found a new home in our country. We hope this report of the conference proceedings, incorporating your recommendations, will assist the sector's future work and future collaborations locally, nationally and internationally.

Eugenia Tsoulis OAM
Conference Director







About the Conference

SCoA responded to stakeholder feedback and, for the first time, engaged beyond Australia's borders to bring together a breadth of exemplary presenters to contribute to the 2016 international conference.

The conference theme 'Settlement and Citizenship in a Civil Society' acknowledged the impact of the global domain on communities, societies and active citizenship.

The conference brought together the settlement sector, communities, service groups, academics, corporate and legal organisations and individuals from across the globe to build on current settlement knowledge, practice and community participation within a globalised multicultural society. It provided a forum for sharing current thinking, research and good practice within international settlement contexts.

The conference attracted key innovators with an interest in how settlement can contribute to developing a productive multicultural future. These innovators included local and international academics and cultural thinkers, seasoned and early-career researchers, experienced and emerging settlement practitioners modelling best practice, government and non-government planners, business and employment industry groups, and intergenerational communities – new and established, rural and metropolitan.

Conference Aims

- Broaden understanding and responsiveness to migration, settlement and active citizenship within a global context
- Increase and strengthen sectoral and intersectoral collaboration and support of settlement, human rights and active citizenship
- Contribute to the development of a responsive and adaptive settlement sector by focusing on innovation and creative thinking in a globalised context
- Produce evidence-based advocacy tools with which to advise governments
- Shape future work in building community capacity and belonging
- Give new settlers a voice in shaping their participation in Australia and their active citizenship
- Inform SCoA's work in strengthening the sector's impact on future settlement



Conference Themes

Conference Themes

Session 1 International architecture

- Settlement cooperation in a globalised world
- Global citizenship debates in the age of increased mobilities and rising insecurities
- Impact of the accelerating movements of people
- Ensuring integration and protection of new migrants

Session 2 Active citizenship in a global context

- Contemporary realities of settlement, integration and identity
- Social anxiety and community harmony
- Social, economic, political, legal, faith and personal influences on active citizenship
- Role and impact of media in promoting cultural diversity and harmony

Session 3 Building social capital

- Influence of settlement service provision in achieving access to social, political and economic participation
- Family reunion policies and their impact on settlement and integration
- Role of social and community connections in building community capital and successful integration
- Challenges and opportunities for federal government collaboration in building social capital

Session 4 Inclusive growth and employment

- Improving migrant and refugee employment participation through coordination of multistakeholder engagement
- Impact of temporary migration and recruitment and retention of skilled migrants on stakeholder roles in facilitating economic integration of migrants and refugees
- Relevance of inclusive growth and employment for Australia in a global context
- Influence of economic participation on active citizenship and settlement outcomes

Session 5 Integration of migrants and refugees

- Achieving wellbeing and a sense of belonging among migrants
- Access to justice and legal systems
- Intersectional factors affecting family safety in the migration and settlement process, including the impact on women, young people and the elderly
- Models of family and community engagement

Session 6 Sustainable regional development

- A regional settlement model for sustainable growth
- Issues and opportunities in rural/regional settlement
- Managing settlement and social cohesion affected by diversity of visa categories
- The impact of settlement services and programs in regional areas

Session 7 Settlement standards

- Strengthening outcomes and maintaining a high level of settlement services
- Stimulating a culture of best practice and continuous improvement within the settlement sector, nationally and internationally
- Partnership-building and collaboration
- Encouraging agency and sector-wide capacity-building in line with settlement standards

Session 8 Empowering communities – inclusivity, full participation and citizenship

- Community perspectives on settlement – successes, challenges and opportunities



Recommendations

The following are recommendations from the participant roundtables.

International Architecture and Active Citizenship

- The Australian Government brings resettlement states together to examine how we can become more strategic in Asia to negotiate longer-term improvements around refugee reception, processing and status in countries of asylum.
- The Australian Government advocates internationally for enabling refugees access to a form of short-term status and the right to work in countries of asylum.

Building Social Capital

- The settlement sector enhance local place-based participation, reflecting flexibility around coordination and resources. For example, this could involve mapping and sharing best practice, developing data outcomes for the National Settlement Services Outcome Standards (NSOSS) and improving links to volunteering and digital participation.
- The settlement sector adopt a collective impact approach with local area coordination (LAC) as the backbone to steer and support work with community groups.





Inclusive Growth and Employment

- The Commonwealth and States ensure that transparency of information is improved in relation to skills recognition, including clarity in relation to responsibilities around managing skills gaps for applicants who do not meet all requirements.
- SCoA play a leadership role in advocating for employment policy reform and the development of a diversity employment framework.
- DSS use a more rigorous process for determining settlement placement within urban/rural settings, including the previous education and employment experiences of humanitarian entrants.
- The Jobactive model is reviewed, as it is inadequate in meeting the needs of the settlement client cohort, and it is complemented with the development of a model with specialised services specific to the needs and requirements of migrants and refugees.
- Specialist employment programs are established to enhance understanding in relation to expectations of the labour market, realistic expectations of finding work, expectations of employers and other key employment skills.
- Good practice models being undertaken by settlement sector agencies are promoted and adopted more widely by government to create further job opportunities. Examples of proactive job creation include:
 - Developing small business
 - Harnessing and tapping into the entrepreneurial spirit of new migrants
 - Identifying gaps in businesses where more employees are needed
 - Upskilling and reskilling employees
 - Assisting community leaders to engage in dialogue with businesses
 - Encouraging employers to advocate around positive employment stories involving refugees.

Integration of Migrants and Refugees

- Future funding is tied to demonstrated cultural awareness within mainstream service providers to enable targeted, differentiated orientation of new arrivals and more-positive engagement with new arrivals.
- The use of language such as 'refugee' is replaced within the broader public arena, as it has become 'loaded' with negative stereotypes.
- Consideration is given to ways in which the settlement sector and other service providers can foster genuine two-way participation in settlement and integration, including empowerment of new and establishing communities in the conduct of their business.



Sustainable Regional Development

- Regional settlement plans are established and linked to, and/or informed by, federal, state and local government plans.
- The National Settlement Services Outcomes Standards are promoted regionally to ensure regional settlement delivery is at the same standard as in capital cities, and that Temporary Protection visa (TPV) and Safe Haven Enterprise visa (SHEV) holders do not miss out on essential support as articulated in the standards.
- Governments and peak bodies commit to a focus on cooperation and connectivity, including having all stakeholders engage in a way that is underpinned by respect, shared goals, a commitment to working collaboratively and recognition of different perspectives and the importance of promoting coexistence and leadership by all tiers of government

Settlement Standards

- The National Settlement Services Outcomes Standards should not be seen as a 'compliance tick box' document but rather as an effective tool for continuous service improvement and best practice.
- SCoA proactively target all stakeholders to engage in professional development around implementing the standards.

Empowering Communities - Inclusivity, Full Participation and Citizenship

- SCoA more actively advocates organisations to be inclusive of diversity in all its forms and works to build cultural capability so that mainstream sectors can become reflective of the community.
- An intersectional approach should be adopted that includes people with disabilities, women, young people, etc.
- Capacity-building of communities and their organisations is prioritised.





- Mapping of the settlement architecture is undertaken by state governments, including:
 - Defining and mapping out the roles of all stakeholders and determining their interest in supporting settlement and building local communities (a place-based approach)
 - Advocating the importance of community voices and representation in the co-design, communication and planning of services to culturally and linguistically diverse (CALD) communities
 - Providing the tools, training and support to mainstream services to improve their effectiveness and efficiency in tapping into existing community expertise and networks.
- Sustainable community capability is achieved by elevating and enhancing employment in the Humanitarian Settlement Services (HSS) and Settlement Grants Program (SGP) service offerings, in particular by:
 - building cultural intelligence in commercial/government sectors;
 - providing governance training and small grants in a supported incubator model to genuinely develop sustainable skills and competencies among community associations
 - changing the language, and undertaking ongoing campaigns, to counter the negative stigma associated with the term 'refugee'.
- Informed decision-making on improved communication is demonstrated by providing flexibility in the delivery of the Adult Migrant English Program (AMEP) on weekends and after hours to suit community members at their point of need; developing flexible training for women with small children; developing a workforce planning strategy to meet the needs around interpreters and translators in emerging languages and areas of specialisation, such as health and justice; and subsidising the high cost of becoming an interpreter through a more supported and simplified process.



Patron's Welcome

Settlement Council of Australia members, representatives of the Wurundjeri and other original custodians of this land, speakers and delegates who have come from across the seas and across this country, I deeply regret I am not able to be with you at this groundbreaking conference of which I am honoured to be patron.

The Settlement Council of Australia was founded from the network of migrant resource centres that were established in the late 1970s and 1980s to assist refugees, many of whom arrived by boat from South East Asia.

SCoA's expanding work as the peak settlement council in Australia continues to broaden our understanding of the reasons for migration and the impact the reception of new-arrival migrants and refugees has on our Australian society's multicultural development.

Of particular interest to me is the concept of citizenship in civil society. How do we ensure safety, protection and a place to call home for people who are fleeing from danger, who are displaced and who come to our shores through whatever means they can?

I feel confident that the enormous collective expertise gathered together in this forum will go a long way to answering what citizenship means in a civil society, especially in our own Australian society whose contemporary history is built from the labour of the original peoples of this land and migrants and refugees from around the globe.

I wish the conference every success.

Mr Petro Georgiou, AO
Conference Patron



SCoA Chair's Welcome

It is my great pleasure to welcome you all today and to officially open the Triennial and International Conference of the Settlement Council of Australia. I would like to pay my respects and acknowledge the Wurundjeri people and their Elders, past and present, as the traditional custodians of this land on which we meet.

I would like to acknowledge the following people for their important roles in this conference:

- Petro Georgiou, AO – our Conference Patron
- Sarah Abo, Presenter, SBS World News – our Conference MC
- Dr Volker Türk, United Nations Assistant High Commissioner for Refugees
- Thomas Albrecht, Regional Representative of the UNHCR in Canberra
- Eugenia Tsoulis, OAM – our Conference Director
- distinguished guests who have travelled here to join us from overseas
- and other distinguished guests who have come from across Australia

I would also like to acknowledge all of our wonderful speakers, who will be sharing their extensive expertise with us over the next three days. We have speakers, facilitators and chairs from a broad spectrum of the settlement sector, including the Australian Government, migrant and refugee communities, service providers, academics, and corporate and legal organisations.

The Settlement Council of Australia is the national peak body representing over 80 settlement organisations delivering settlement services across Australia. SCoA's role is to support our members in achieving the best possible settlement outcomes for migrants and people of refugee backgrounds. I am honoured to have served as the chair of this organisation since November 2014.

This is the third settlement conference that the Settlement Council of Australia has hosted, and we are very pleased to have – for the first time – an international focus, with many participants and speakers from around the world.

We look forward to a discussion that promotes the positive impact of settlement, of humanitarian entrants and migrants here in Australia and internationally.

Over the next three days, expert speakers will share the latest thinking and best practice within the international settlement context. We are very pleased that SBS Radio will be covering our conference here on site, connecting our conference to a broader audience by exploring ways in which to communicate settlement stories and information in its schedule of 74 languages.

On behalf of the Executive Committee of the Settlement Council of Australia, and the Conference Team, I again welcome you all to our triennial conference.

Ms Dewani Bakkum

Chair, Settlement Council of Australia



A Message from Dr Volker Türk, United Nations Assistant High Commissioner for Refugees



Ladies and gentlemen and distinguished delegates to the Triennial International Conference of the Settlement Council of Australia. It is my pleasure to welcome all of you to the opening of this important event and to offer to some brief introductory remarks. I regret very much that I am unable to join you in Melbourne at this time, but I am very much looking forward to reading the conclusions that you reach during the next few days. UNCHR, the Office of the UN High Commissioner for Refugees, will continue to work closely with government and civil society to help maintain and expand the excellent humanitarian settlement work done by so many organisations and individuals in Australia.

As you know, internationally we are seeing a world in turmoil, with more individuals forced from their homes and communities now – by persecution, by conflict, by violence – than at any other time on record. Over 60 million people are today refugees or persons internally displaced. Many around the world are referring to this situation as a crisis, but I encourage you to think of it as a call to action and, importantly, as one that presents a lot of opportunities.

There is the opportunity to reinforce the institution of asylum: it's humanitarian, it's nonpolitical, and it's literally lifesaving in many instances. Let's not forget that the 1951 Refugee Convention has saved millions of lives over the last six decades.

There is the opportunity to increase the focus on addressing the root causes of displacement, through aid, through measured political interventions and through coming together as a community to deal with solidarity in other parts of the world, and most relevant to this event, there are the opportunities to refine and expand the integration support that is the foundation for Australia's contribution of protection to displaced people globally.

It is effective settlement that allows refugees, whether they are resettled or arriving as asylum seekers, to rebuild their lives in safety and dignity in generous host communities around Australia.

We've often been very much impressed by what the Australian society has been doing in welcoming and opening their hearts to refugees. We need this more than at any time

before because the world is in turmoil, and because of what you are doing there are visible signs of solidarity at all levels.

This event and the continued good work of everyone present today is clearly an important signal to the world that you are acting in solidarity with the most impoverished and persecuted people on earth. I congratulate the organisers of this conference on their timely and important initiative and wish you all the very best for a challenging discussion, which I am sure you are going to have, and I look forward to reading about the results.









SCoA International Conference Program

Wednesday 4 May

**Multicultural Hub, 506
Elizabeth Street, Melbourne**

SCoA Member Consultation

Delegate Welcome

Delegates are invited to a welcome dinner at the Multicultural Hub

Thursday 5 May

**ZINC, Federation Square,
Melbourne**

Conference Official Opening

Master of Ceremonies

Sarah Abo,
Presenter, SBS World News

Performance

The Song Room

Welcome

Ms Dewani Bakkum,
Chair, SCoA

Welcome to Country

Dr Joy Murphy Wandin,
Elder of the Wurundjeri People
and Adjunct Professor, Swinburne University

Video Message

Dr Volker Türk,
United Nations Assistant High Commissioner
for Refugees

Keynote Address

Mr Thomas Albrecht,
Regional Representative of the UNHCR
in Canberra, representing Mr Filippo Grandi,
United Nations High Commissioner
for Refugees

Session 1 International Architecture

Chair

Ms Carla Wilshire,
CEO, Migration Council of Australia

Speakers

Settlement cooperation in a globalised world

Mr Peter van Vliet,
Regional Director Victoria / Tasmania,
Australian Government Department
of Immigration and Border Protection,
representing Mr David Wilden, First Assistant
Secretary, Immigration and Citizenship Policy
Division, Australian Government Department
of Immigration and Border Protection

Global citizenship debates in the age of increased mobilities and rising insecurities

Professor Fethi Mansouri,
Director, Alfred Deakin Institute
for Citizenship and Globalisation,
Deakin University

Impact of the accelerating movements of people

Mr Oskar Ekblad,
Deputy Director, Head of Resettlement
and Special Operations, Swedish
Migration Agency (SMA)

Ensuring integration and protection of new migrants

Ms Afsoon Donna Houshidari,
Attorney, Department of Justice Canada

Open Forum

Launch of the Settlement Council of Australia National Settlement Standards

Ms Catherine Scarth,
CEO, AMES Australia

Session 2 Active Citizenship in a Globalised Context

Chair

Dr B (Hass) Dellal, AO,
Executive Director,
Australian Multicultural Foundation

Speakers

Contemporary realities of settlement, integration and identity

Professor Mary Kalantzis,
Dean of the College of Education
and Professor of Education,
Department of Curriculum and
Instruction, University of Illinois, USA

Social anxiety and community harmony

Dr Tim Soutphommasane,
Race Discrimination Commissioner,
Australian Human Rights Commission

Social, economic, political, legal, faith and personal influences on active citizenship

Mr Rod Little,
Co-Chair of the National Congress
of Australia's First Peoples

Role and impact of media in promoting cultural diversity and harmony

Mr Andrew O'Keefe,
Australian entertainer,
Co-Host, *Weekend Sunrise*

Open Forum

Performance

Bortier Okoe on African drums

Session 3 Building Social Capital

Chair

Mr Michael Cox,
Executive General Manager,
English and Foundation Skills,
Navitas English

Speakers

Influence of settlement service provision in achieving access to social, political and economic participation

Professor Andrew Jakubowicz,
Professor of Sociology,
University of Technology, Sydney

Family reunion policies and impact on settlement and integration

Ms Maha Krayem Abdo,
CEO, United Muslim Women's
Association

Role of social and community connections in building community capital and successful integration

Ms Nadine Liddy,
National Coordinator,
Multicultural Youth Network Australia

Challenges and opportunities for federal government collaboration in building social capital

Ms Gail Ker, OAM,
CEO, Access Community Services

Open Forum

**Melbourne Town Hall, 90/120
Swanston Street, Melbourne**

Conference Dinner

Master of Ceremonies

Mr Anton Enus,
Presenter, SBS World News

Welcome

Ms Helen Kapalos,
Chairperson,
Victorian Multicultural Commission

Guest Speaker

Mr Geoffrey Robertson, QC

Performances

NAVA Ensemble
Kasthuri Sahathevan
Karen Cultural Group

Friday 6 May

ZINC, Federation Square, Melbourne

Performance

Bortier Okoe on African drums

Welcome and Review of Day 1 and Introduction to Day 2

Mr Paul Power,
CEO, Refugee Council of Australia

Keynote Presentation

Introduction

Dr Sev Ozdowski, AM, FAICD,
Chair, Australian Multicultural Council

Keynote speaker

The Hon. Craig Laundry MP,
Assistant Minister for Multicultural Affairs

Session 4 Inclusive Growth and Employment

Chair

Ms Melissa Monteiro,
Executive Director, Community Migrant Resource Centre

Speakers

Improving migrant and refugee employment participation through coordination of multi-stakeholder engagement

Dr Helen Feist,
Acting Director, Australian Population and Migration Resource Centre,
University of Adelaide

The impact of temporary migration and recruitment and retention of skilled migrants on stakeholder roles in facilitating economic integration of migrants and refugees

Mr Tony Shepherd, AO,
Australian businessman, Friendly Nation Initiative, Migration Council of Australia

Relevance of inclusive growth and employment for Australia in a global context

Mr Ali Jalayer,
Branch Manager, Specialist Programmes,
Department of Employment

Influence of economic participation on active citizenship and settlement outcomes

Mr Ramesh Kumar,
General Manager, Social Participation and International Humanitarian Affairs,
AMES Australia

Session 5 Integration of Migrants and Refugees

Chair

Mr Paris Aristotle, AM,
Chair, Settlement Services Advisory Council

Speakers

Achieving wellbeing and a sense of belonging among migrants

Professor Emeritus John Berry, Department of Psychology, Queen's University, Canada, and Department of Socio-Cultural Research, National Research University Higher School of Economics, Moscow, Russian Federation

Access to justice and legal systems

Judge Rauf Soulio,
Judicial Council on Cultural Diversity

Intersectional factors affecting family safety in the migration and settlement process, including the impact on women, young people and the elderly

Ms Barbara Bennett,
Deputy Secretary, Families and Communities,
Australian Government Department of Social Services

Models of family and community engagement

Ms Libby Davies,
CEO, White Ribbon Australia

Open Forum

Keynote Presentation

Introduction

Mr Con Pagonis,
Former Multicultural Advisor,
Municipal Association of Victoria

Keynote speaker

The Hon. Richard Marles MP,
Shadow Minister for Immigration and Border Protection

Session 6 Sustainable Regional Development

Chair

Ms Kerrin Benson,
CEO, Multicultural Development Association

Speakers

A regional settlement model for sustainable growth

Ms Judi Altinkaya,
National Manager, Settlement Unit,
Immigration New Zealand

Issues and opportunities in rural/regional settlement

Ms Ziagul Sultani,
Western Australian Youth Ambassador,
Multicultural Youth Australia Network

Managing settlement and social cohesion affected by the diversity of visa categories

Mr Aleem Ali,
Manager, Welcoming Cities,
an initiative of the Scanlon Foundation and Welcome to Australia

The impact of settlement services and programs in regional areas, and launch of the report 'New migrants improving the productivity in the Australian agricultural industry'

Dr Devaki Monani,
Lecturer in Social Work,
Australian Catholic University and Professor Jock Collins,
Professor of Social Economics, Management Discipline Group, University of Technology Sydney (UTS) Business School and Co-Director, UTS Cosmopolitan Civil Societies Research Centre

Open Forum

Performance

Laurette N James

Session 7 Settlement Standards

Chair

Ms Carmel Guerra, OAM,
CEO, Centre for Multicultural Youth

Speakers

Strengthening outcomes and maintaining a high level of settlement services

Mr Adam Rowland,
Executive Manager, National Centre for Longitudinal Data, Australian Government Department of Social Services and Ms Kris Cala,
Branch Manager, Settlement Policy,
Australian Government Department of Social Services

Stimulating a culture of best practice and continuous improvement within the settlement sector, nationally and internationally and launch of the SCoA National Standards

Ms Maria Dimopoulos,
Settlement Standards Working Group, SCoA,
Director, Myriad International Consulting Services

Partnership-building and collaboration

Ms Violet Roumeliotis,
CEO, Settlement Services International

Encouraging agency and sector-wide capacity-building in line with settlement standards

Mr Mohammad Al-Khafaji,
CEO, Welcome to Australia

Open Forum



**Old Customs House, 400
Flinders Street, Melbourne**
Immigration Museum Function

Community performance

*White Ribbon Australia Launch
'Understanding Men's Violence
Against Women' free elearning
course*

Introduction by the Hon. Robyn Layton, AO
Launch by Mr AJ Masefau,
White Ribbon Australia Ambassador

Tour of exhibits

Saturday 7 May 2016

**ZINC, Federation Square,
Melbourne**

**Welcome and Review of Day 2 and
Introduction to Day 3**

Mr Simon Gordon,
CEO, Settlement Council of Australia

Session 8

**Empowering Communities -
Inclusivity, Full Participation
and Citizenship**

Chair

Ms Carmen Garcia,
Principal Consultant, Community Corporate

Speakers

Ms Molly Kennedy,
Manager, Multicultural Learning and Support
Services (MCLaSS), New Zealand

Mr Abeselom Nega,
Chief Executive Officer, iEmpower

Ms Mandi Wicks,
Director, Audio and Language Content,
SBS Radio

Mr Parsu Sharma-Luitai,
Chair, Working Group on Statelessness,
Asia Pacific Refugee Rights Network

Mr Deng Thiak Adut,
Defence Lawyer and Refugee Advocate

Open Forum

**Roundtable Plenary
and Summary**

Facilitators

Ms Maria Dimopoulos,
Director,
Myriad International Consulting Services and
Mr Andrew Cummings,
Managing Director,
Andrew Cummings Training and Consultancy

**Conference outcomes and
future priorities**

Closing remarks

Ms Eugenia Tsoulis, OAM,
Conference Director

Acknowledgements

Ms Dewani Bakkum,
SCoA Chair

Closing performance

Laurette N James





Key Guest Biographies



Conference Patron Petro Georgiou, AO

Petro Georgiou is a former member of the Australian House of Representatives. Born in Corfu, he migrated to Australia when he was four years old. He attended state schools, received a Commonwealth scholarship to attend the University of Melbourne, and graduated with a bachelor of arts (hons) majoring in political science. His early political career included senior adviser to Malcolm Fraser and Andrew Peacock. He was the founding director of the Australian Institute of Multicultural Affairs (1980–85), director of the Liberal Policy Unit (1985–89) and state director of the Victorian Liberal Party (1989–94).

In 1994, Petro Georgiou was elected to the House of Representatives as the Liberal member for Kooyong, a seat he was to hold for 16 years. In 2005, he proposed two private member's bills to make the treatment of asylum seekers, in his words, 'compassionate, fair, accountable, and subject to independent scrutiny'. His long-term passion and activism in the development of a multicultural Australia based on human rights earned him the Accountability Round Table Parliamentary Integrity Award Missen Prize in 2010.

In 2011, he was appointed vice chancellor's professorial fellow at Monash University and the University of Melbourne in a joint appointment. In 2013, he was appointed an Officer of the Order of Australia (AO) 'for distinguished service to the Parliament of Australia, to multiculturalism and human rights advocacy, and to the community'. In 2015, he received the Migration Council of Australia Lifetime Achievement Award.



Dinner Keynote Speaker Geoffrey Robertson, QC

Geoffrey Robertson attended Sydney University, where he took honours degrees in arts and law before leaving for Oxford as a Rhodes Scholar. He joined John Mortimer's chambers and in due course was made a Queens Counsel, a Recorder (part-time judge) and a Master of the Middle Temple. In 1990, he founded Doughty Street Chambers, which is now Europe's largest human rights practice committed to do 50 per cent of its work pro bono or on legal aid.

Geoffrey Robertson has appeared in many of Britain's most celebrated trials, and has acted in hundreds of death-row cases in the Privy Council and for refugees in Hong Kong and Europe. He acted in the European Court of Justice case that required the 'right to dignity' in the Lisbon Treaty to be accorded to refugees from Syria and Afghanistan. He was the first president of the UN's War Crimes Court in Sierra Leone, and a 'distinguished jurist' member of the UN's Justice Council. He is a visiting professor at Regents University and the New College of the Humanities. In 2011, he was awarded the New York Bar Association's prize for achievement in international law and affairs.

He is the author of many books, including *Crimes against humanity: the struggle for global justice*, now in its fourth edition. *Mullahs without mercy: human rights and nuclear weapons* analysed terror in and from Iran, and *The statute of liberty: how Australians can take back their rights* contains a draft of a new Constitution.

His latest book is *An inconvenient genocide: who now remembers the Armenians?*



Chair, Settlement Council of Australia Dewani Bakkum

CEO, Migrant and Refugee Settlement Services, ACT (MARSS)

Dewani has been the chief executive officer of Migrant and Refugee Settlement Services of the ACT Inc. (MARSS) since October 2007. She has also been the chairperson of the Settlement Council of Australia since 2014.

Before becoming the CEO of MARSS, Dewani served as the secretary, the vice-president and then the president of the Fiji Australia Association (FAA) in Canberra. In this role, Dewani organised fundraising and cultural events for the local Fijian community and supported charitable works in Fiji. She has also driven fundraising efforts locally and internationally for various other charities and causes. On the Board of MARSS, Dewani served as secretary and deputy chair before being elected chair for 2005–2007.

In 2005, Dewani was awarded the FECCA Multicultural Award, and in 2008 she was awarded the ACT International Women's Award for Multiculturalism.



Conference Director Eugenia Tsoulis, OAM

CEO, Australian Migrant Resource Centre (AMRC), Deputy Chair, Settlement Council of Australia

Eugenia is the CEO of the Australian Migrant Resource Centre (AMRC), where she leads a culturally and linguistically diverse team of staff and volunteers who between them speak 180 languages and dialects and provide settlement, community development and training programs across South Australia. Eugenia is co-founder and deputy chair of SCoA.

For more than 40 years, Eugenia has been a leader in multicultural policy and program development and service delivery to migrants, especially those of refugee background. Her work in multicultural curricula development, mental health delivery, arts in a multicultural society, access and equity in the workplace and migrant women's empowerment has earned her many awards. These include an OAM (1994) for her contribution to multiculturalism and the arts, a ZONTA Woman of Achievement Award (2007) and the Outstanding Individual Achievement Award in the 2011 SA Governor's Multicultural Awards.

Eugenia has been a member of numerous national inaugural committees in the arts, immigration, health, vocational education and training and settlement planning. She has published many research reports, papers and fiction and has convened over a dozen national and regional conferences, including the SCoA series of conferences. Eugenia holds a bachelor of education and a master's degree.



Sarah Abo

Reporter, *SBS World News*

Ms Sarah Abo joined SBS in 2013 and reports for *SBS world news* from the SBS Melbourne newsroom. She has also presented the 6.30 pm *SBS world news* bulletin and the late news. Sarah, who was born in Syria, holds a bachelor of arts in journalism (honours) from Monash University. Prior to joining SBS, Sarah worked with Channel Ten for five years as a reporter and presenter, where she made an impact with her outstanding live reporting from some of Victoria's biggest events. Sarah has covered breaking news from a number of major crime scenes, the Victorian bushfires and the 2013 federal election campaign. In 2014, Sarah reported on the World Cup live from Brazil. Jim Carroll, Director of News and Current Affairs, SBS, has described Sarah as one of the finest young television journalists in Australia, showing great versatility, able to cover complex issues and events and bringing real personal warmth and connection through her live reporting and anchoring.



Thomas Albrecht

Regional Representative,
UNHCR Regional Representation
in Canberra

Thomas Albrecht is the regional representative of the United Nations High Commissioner for Refugees (UNHCR) in Canberra, with geographical responsibility for the region, which includes Australia, Cook Islands, Fiji, Federated States of Micronesia, Kiribati, the Marshall Islands, Nauru, New Zealand, Niue, Palau, Papua New Guinea, Samoa, the Solomon Islands, Tonga, Tuvalu and Vanuatu. Mr Albrecht's role is to work with governments and other partners to ensure all persons of concern to UNHCR—including refugees, asylum seekers and stateless persons—receive protection, assistance and durable solutions to their plight. He is also keen to promote long-term cooperation on the protection of persons of concern in the region and to increase understanding and support for refugees worldwide.

Mr Albrecht joined UNHCR in 1987 and worked in refugee situations in East Africa, the Horn of Africa, Southern Africa, West Africa and the Americas as well as Eastern and Central Europe. These operations related to refugee protection, emergencies and capacity-building efforts as well as the advancement of durable solutions for refugees, with particular emphasis on people orientation, empowerment, gender equality, the sustainability of initiatives and results-based management. Mr Albrecht was also posted at UNHCR's headquarters in Geneva, where he worked in the Department of International Protection.



David Wilden

First Assistant Secretary, Immigration and Citizenship Policy Division, Australian Government Department of Immigration and Border Protection

Mr David Wilden is the first assistant secretary of the Immigration and Citizenship Policy Division in the Department of Immigration and Border Protection. He is responsible for policy development and advice for temporary and permanent visas in the skilled, family and humanitarian programs as well as the citizenship, status resolution and community protection areas. Prior to this, David was assistant secretary for the Economic Mobility Branch, focusing on economic migration through both permanent and temporary programs. From 2009 to 2012, David was regional director, Europe, based in London, responsible for delivering regional outcomes in one of Australia's biggest markets for migrants as well as managing Australia's relationships with the UK Government and the European Union, including member states. Over the course of his career, David has worked in a range of Australian departments and agencies, including Centrelink and the Public Service Commission, and across functional areas as diverse as information technology and human resource management. David holds a graduate certificate in public administration and a master of business administration.



Professor Fethi Mansouri

Director, Alfred Deakin Institute for Citizenship and Globalisation, School of Humanities and Social Sciences, Deakin University

Professor Mansouri holds a Deakin University research chair in migration and intercultural studies and is the director of the Alfred Deakin Institute for Citizenship and Globalisation. In 2013, he was awarded the UNESCO chair in comparative research on cultural diversity and social justice. He is the editor of the *Journal of Intercultural Studies* (Routledge) and founding co-editor of the *International Journal of Social Inclusion* (Librello). He is a global expert adviser to the United Nations Alliance of Civilisations on cultural diversity and intercultural relations.

Professor Mansouri is a leading researcher in the university and a prominent scholar nationally and internationally, and has published more than 15 books, 10 major research monographs, more than 70 refereed research articles and book chapters, and many book reviews and media pieces. He has presented more than 200 invited conference and seminar papers and many other invited presentations at national and international symposia.

His 2004 book *Lives in limbo: voices of refugees under temporary protection* was short-listed for the 2004 Human Rights Medal and Awards.

Professor Mansouri holds a doctorate of philosophy from Monash University, a master of arts from the Australian National University and a university degree in modern languages from the University of Tunis.



Oskar Ekblad

Deputy Director, Head of Resettlement and Special Operations, Swedish Migration Agency (SMA)

Oskar Ekblad is the head of Sweden's Refugee Resettlement Program and oversees the planning and implementation of the country's 1900-person yearly quota. He also manages the agency's special operations, including the joint operations between the SMA and the Swedish National Security Service aimed at deepened operational capacity for processing security and exclusion cases. He currently also oversees the Swedish implementation of the EU Council decisions for intra-EU relocation.

On behalf of the Swedish Government, he served as chair of the UNHCR Core Group on Resettlement and Other Forms of Admissions of Refugees from Syria—a multilateral engagement by some 25 governments to seek to find protections in third countries for 130,000 Syrian refugees (chair subsequently taken over in February 2015 by Canada). During 2009-2010 he also chaired the Geneva-based UN Tripartite Consultations on Resettlement (ATCR/WGR) between governments, the United Nations High Commissioner for Refugees and NGOs.

Oskar previously managed the Swedish Migration Agency's section on asylum law, oversaw the execution of refugee law in Sweden's refugee status determination procedure and trained status determination officers. He also served in the capacity of regional director of the SMA's RSD-processing for Southern Sweden.

Oskar studied law at Lund University, specialising in humanitarian and human rights law at the Raoul Wallenberg Institute.



Afsoon Houshidari

Attorney, Department of Justice of the Government of Canada

Ms Afsoon Houshidari is an attorney with the Department of Justice of the Government of Canada. Born in Iran, she and her family were resettled as refugees in Canada as a result of the persecution of the Bahá'is in Iran. She holds a juris doctor and an honours bachelor of arts with high distinction, both from the University of Toronto. She has also completed studies at the Sorbonne, Université Paris 1, France, and at Laval University in Quebec City, Canada. While a law student, she was a founding member of The LIFT Project, an initiative mobilising Toronto's legal community in support of international humanitarian relief efforts.

Ms Houshidari's legal practice includes refugee and immigration law; domestic and international human rights law; and corporate, privacy and administrative law matters. She provides training on refugee resettlement and procedural fairness. Through her work with UNICEF in India, she co-authored a report analysing the UNICEF-IKEA Child Rights Initiative, whose recommendations were presented to the Indian government. Her research and publications have focused on gender and diversity and on international development.

Ms Houshidari has volunteered with community groups and NGOs in Haiti, the Dominican Republic, China and Israel. She spent a year in Australia as a performer with ARTWORKS Visual Arts Theatre. She speaks five languages.



Professor Mary Kalantzis

Dean of the College of Education, Professor of Education, Department of Curriculum and Instruction, University of Illinois, USA

Professor Mary Kalantzis is dean of the College of Education at the University of Illinois, Urbana-Champaign. She is a world leader in the 'new literacy studies', focusing on multimodality and diversity in contemporary communications. In recent years, she worked to conceptualise the nature of communication and learning in the digital age, focusing on the policy, practice and pedagogical design implications of new technologies in education, from early childhood to higher education.

With Bill Cope, she is co-author of *Multiliteracies: literacy learning and the design of social futures* (Routledge, 2000), *New learning: elements of a science of education* (Cambridge University Press, 2008; 2nd edition 2012), *Ubiquitous learning* (University of Illinois Press, 2009) and *Literacies* (Cambridge University Press, 2012).

In recent years, her research and development work has focused on developing and testing a web application supporting teachers in the pedagogical design process (the Learning by Design project, <http://newlearningonline.com/learning-by-design>) and Scholar, an online, multimodal student workspace, supporting intensive peer-to-peer feedback and multifaceted formative assessment (<http://learning.cgscholar.com/>).



Dr Tim Soutphommasane

Race Discrimination Commissioner, Australian Human Rights Commission

Dr Soutphommasane commenced his five-year appointment as Australia's Race Discrimination Commissioner in August 2013. Prior to joining the Australian Human Rights Commission, he was a political philosopher and held posts at the University of Sydney and Monash University. His thinking on multiculturalism, national identity and patriotism has been influential in shaping debates in Australia and Britain.

Dr Soutphommasane is the author of four books: *I'm not racist but ...* (2015), *The virtuous citizen* (2012), *Don't go back to where you came from* (2012) and *Reclaiming patriotism* (2009). He was co-editor with Nick Dyrenfurth of *All that's left* (2010). He has been an opinion columnist with *The Age* and *The Weekend Australian* newspapers, and in 2013 presented the documentary series *Mongrel nation* on ABC Radio National.

Dr Soutphommasane completed a doctor of philosophy and a master of philosophy with distinction at the University of Oxford, and is a first-class honours graduate of the University of Sydney.



Rod Little

Co-Chair of the National Congress of Australia's First Peoples

Rod is from the Yamatji and Noongah First Nations of Western Australia and lives in Australia's capital, Canberra. He is a co-chair of the National Congress of Australia's First Peoples, of which he was previously a director, commencing with its establishment in 2011. He was an elected member of the Australian Capital Territory's (ACT) Aboriginal and Torres Strait Islander Elected Body from 2008 and chairperson of that body from 2011 to 2015.

Rod is a champion for the ACT's Human Rights Office *Diversity in the Territory* campaign, promoting respect and tolerance for multiculturalism and the elimination of racism in the ACT. He's been a member of the National Aboriginal and Torres Strait Islander Mental Health and Suicide Prevention Advisory group; plus a voluntary member of a Remote Education research project of the Cooperative Research Centre for Remote Economic Participation which strives to strengthen communities, improve education and foster opportunity in remote Australia.

Rod also served as vice president of the ACT Council of Social Services and as a national education ambassador promoting positive education outcomes for Aboriginal and Torres Strait Islander students. Rod has a long employment history in Aboriginal and Torres Strait Islander affairs in senior leadership positions in social policy and education.

He is passionate and highly committed to improving the lives of Aboriginal and Torres Strait Islander peoples in a modern and civil society through respectful consultation and collaboration with community leaders, professionals and institutions.



Andrew O'Keefe

Australian Entertainer and Co-Host of Weekend Sunrise

Host of the Seven Network's hugely successful *The chase Australia* and co-anchor of the top-rating *Weekend sunrise*, Mr Andrew O'Keefe is one of Australia's most well-known and versatile performers. He is a presenter, actor, opinion writer and classically trained singer. Andrew started his working life as a lawyer working in commercial litigation for five years with Australian firm Allens, and he is still a passionate advocate of social-justice. Most notably, he is a lead ambassador for and a former chair of White Ribbon Australia—a nationwide not-for-profit organisation dedicated to eliminating all forms of violence against women. In this capacity, he was a member of the committee that drafted Stage 1 of Australia's National Plan to Reduce Violence against Women and their Children. He also supports the UNHCR, the Migration Council of Australia and many charities, to which he gives his time and expertise.



Professor Andrew Jakubowicz

Professor of Sociology, University of Technology Sydney (UTS)

Andrew Jakubowicz is professor of sociology at the University of Technology Sydney (UTS) and a member of the Multicultural NSW Advisory Council. In 2015, he was visiting professorial fellow in media and communication at the University of New South Wales. His key areas of research include cyber racism and community resilience, Jewish refugees and survival in China, multiculturalism and public policy, and social documentary and cultural diversity. He was involved with the television documentary series *Once upon a time in Cabramatta* and *Once upon a time in Punchbowl*. His latest book, co-edited with Christina Ho, is *For those who've come across the seas: Australian multicultural theory, policy and practice*. He is also co-author with Ahmet İçduygu of the chapter 'After Gallipoli: empire nation and diversity in multicultural Turkey and Australia' in the book *Reconciling cultural and political identities in a globalized world: perspectives on Australia-Turkey relations* edited by Michális Michael.



Maha Krayem Abdo

CEO, Muslim Women's Association (MWA)

Maha has spent the last 23 years working with the Muslim Women's Association to help give Muslim women, often newly arrived immigrants, safety and assurance in difficult and trying circumstances. Today she represents and gives voice to Muslim women abroad as well as in Australia. She works at the local, national and international levels advising government on policy, services and strategies to create a harmonious community for future generations of Muslim and non-Muslim women.

Maha has worked in the social welfare field for nearly three decades and holds a bachelors degree in social work, a masters in social science, majoring in young people and children's studies, and a graduate diploma in family dispute resolution. She is the CEO of the Muslim Women's Association, which has been supporting, nurturing and representing Muslim women and their families for over 30 years.

Maha has participated on many advisory committees with a focus on correcting misconceptions about Muslim women, highlighting the difference between religious and cultural practices and ensuring Muslim women's needs are taken into consideration in the development and implementation of services, programs and policies.



Nadine Liddy

National Coordinator, Multicultural Youth Advocacy Network Australia, Centre for Multicultural Youth Australia

Nadine Liddy has worked in the youth and multicultural sectors for over 20 years and is the inaugural national coordinator of the Multicultural Youth Advocacy Network (MYAN) Australia. Auspiced by the Centre for Multicultural Youth, MYAN is the national peak body on multicultural youth issues—Australia's only national voice representing the needs and interests of young people from refugee and migrant backgrounds.

Nadine has a background as a youth worker, in the areas of housing, education and training, and torture and trauma. She has also worked extensively in policy, advocacy and sector development in relation to multicultural youth issues. Nadine was a research consultant for, and author of, *Australia's hidden homeless* report, released in 2011.

She has contributed to many other related publications. Her work in policy, advocacy and sector development includes designing and delivering national training on good practice with young asylum seekers and those from refugee and migrant backgrounds, and developing Australia's first Youth Settlement Framework. Nadine has also worked in the international context, primarily in the areas of refugee and asylum seeker policy and service delivery.



Gail Ker, OAM

CEO, Access Community Services

Ms Gail Ker is CEO of Access Community Services, where she has worked for the past 23 years. A not-for-profit organisation in South East Queensland, Access Community Services provides settlement, employment and training options, family support and community capacity-building for newly arrived migrants and refugees. Access Community Services is one of the largest multicultural organisations in Queensland and the only CALD-specific Jobs Services Australia provider in that state.

Nationally recognised for providing innovative service solutions for newly arrived entrants and migrants, Ms Ker has been appointed to many positions, including chair, NAATI Professional Reference Group; deputy chair, Australian Multicultural Council (2008-2014); deputy chair, Multicultural Communities Council Gold Coast; and vice-chair, Regional Development Australia, Logan and Redlands Inc. (2009-2015). She has been a board member of the Migration Council of Australia and of Logan PCYC (2007-2014) and a member of the SBS Community Advisory Committee, the Police Ethnic Advisory Group and Refugee Council of Australia.

In 2010, Ms Ker was awarded an OAM for her work in multiculturalism in Queensland. In 2015, she received the AHRI CEO Diversity Champion Award. For the past eight years Ms Ker has attended the UNHCR's annual consultations with NGOs in Geneva, Switzerland.



Anton Enus

Presenter, *SBS World News*

Mr Anton Enus, a broadcast journalist with more than 25 years' experience, has been presenting *SBS world news* bulletins since 1999. He began his career at the South African national broadcaster SABC as a radio news reporter. He moved on to become a parliamentary reporter, current affairs producer, TV news reporter and TV presenter, often anchoring the morning news show *Good morning South Africa*. Anton was part of the team that covered South Africa's historic return to democracy in 1994 and filed stories from Rwanda, Burundi, Zaire, Uganda, Mozambique and Zimbabwe. He spent seven years as a correspondent for CNN's *World report*, a global news program, where he won Best International Report for his story marking the twenty-fifth anniversary of the world's first heart transplant, performed by Dr Chris Barnard. He also won the SABC Bokmakierie Award for radio current affairs. Before leaving South Africa, Anton presented the major evening national news bulletin. After travelling overland through south-eastern Africa and backpacking across India, Anton arrived in Sydney. In addition to reading the 6.30 pm *SBS world news* bulletin, Anton hosts special SBS news events, such as federal election specials, and has hosted the Walkley Awards for excellence in journalism several times.



Hon. Craig Laundy MP

Assistant Minister for
Multicultural Affairs

Mr Craig Laundy MP was elected to the House of Representatives as the Federal Member of Parliament for the seat of Reid in 2013, and in February 2016 he was appointed the Assistant Minister for Multicultural Affairs. Prior to this appointment, he previously served on the Joint Standing Committee on Migration and the Coalition Backbench Committees for Small Business, Economics and Finance, and Immigration. Having lived within and now representing one of the most culturally diverse regions in Australia, Craig is passionate about the social and economic benefits of multiculturalism.

Craig was educated at the University of New South Wales and graduated with a bachelor of economics and finance. Prior to his election to Parliament, Craig worked in the family business as a hotelier. Craig has always believed in supporting our community and through the family business, he has helped many local charity and sporting organisations.

Craig is married to Suzanne and they have three children.



Dr Helen Feist

Acting Director, Australian Population
and Migration Research Centre,
University of Adelaide

As a senior research associate, Dr Helen Feist has managed and worked on numerous projects for the Australian Population and Migration Research Centre. Her main research interest is in the field of gerontology, with a focus on older people, community connectedness and social networks. More recently, her work has encompassed intergenerational family ties, ageing and migration, age-friendly cities, migrant settlement in rural and regional Australia and demographic change.

Dr Helen Feist's background is in community development, working in not-for-profit community-based organisations for over 20 years in Australia and overseas. She is also actively involved in the Australian Population Association, the Institute of Australian Geographers and the International Federation of Ageing.

Dr Feist represents the Australian Population and Migration Research Centre in the newly formed national collaborative research group, the International Longevity Centre-Australia (ILC-Aus) as part of the ILC Global Alliance. She holds a doctorate of philosophy in geography, environment and population from the University of Adelaide. She is the immediate past president of the South Australian Division of the Australian Association of Gerontology (AAG) and a general member of the AAG's National Board.



Tony Shepherd, AO

Friendly Nation Initiative,
Migration Council Australia

Tony Shepherd was president of the Business Council of Australia from November 2011 to March 2014 and chairman of the National Commission of Audit from 22 October 2013 to 2nd May 2014. In 2013, he was also appointed chairman of the WestConnex Delivery Authority in NSW, Australia's largest infrastructure project involving over 33 kilometres of tunnels.

Tony oversaw the public listing of companies such as Transurban Limited and the ConnectEast Group. He has been involved in nation building for most of his career, with a portfolio of roles and projects that includes NASA tracking stations, the Moomba to Sydney Gas Pipeline, the Anzac Warships, the Sydney Harbour Tunnel, the CityLink and EastLink tollways in Victoria, the Walsh Bay Redevelopment in Sydney and a range of water treatment plants, power stations, roads, railways and tramways.

He is a director of Virgin Australia International Holdings Pty Ltd, chairman of the Sydney Cricket Ground Trust, chairman of the AFL GWS Giants, chairman of ASTRA and an adviser to Bank of Tokyo-Mitsubishi UFJ. In June 2012, Tony was appointed an Officer of the Order of Australia. Tony currently leads the Friendly Nation Initiative and is a founding director of the Migration Council Australia.



Ramesh Kumar

General Manager, Social Participation
and International Humanitarian
Affairs, AMES Australia.

Ramesh is a member of the AMES Australia Executive and functions as the General Manager of Social Participation and International Humanitarian Affairs. Ramesh's portfolio responsibilities in this role include leading the implementation of AMES Australia's Social Participation Strategy that encompasses oversight of the Multicultural Hub, Volunteer Management Unit, Social Enterprises, Community Engagement and Participation. He will also be providing high level AMES Australia representation at government, community and international level to ensure AMES Australia strategically represents the humanitarian and settlement interests of migrants, refugees and asylum seekers and their communities in Australia and overseas.

Prior to his current position, Ramesh led settlement and asylum seeker programs for AMES Australia and 15 consortium partners for 11 years. Some of the boards and national committees that Ramesh has been involved include: Settlement Council of Australia; Connect Settlement Services; ACCC Advisory Committee; ATO Advisory Committee; Community Information Services Victoria; Adult and Community Further Education Board etc. He holds Post Graduate Qualifications in the areas of Social Work, Community Development and Environment Management. Ramesh's credentials comprise a long and successful association with Community and Human Services for 30 years in the field with local, state, commonwealth government, UN and community based agencies in Australia and overseas.



Professor Emeritus John Berry

Department of Psychology,
Queen's University, Canada

Professor Berry is an eminent cross-cultural psychologist with extensive international experience. He has been a lecturer at the University of Sydney for three years. He is a fellow of Netherlands Institute for Advanced Study and a visiting professor at the University of Nice and the University of Geneva. He is a past secretary-general, past president and honorary fellow of the International Association for Cross-Cultural Psychology. He has been an associate editor of the *Journal of Cross-Cultural Psychology*.

Professor Berry is author or editor of over 20 books in the fields of cross-cultural, social and cognitive psychology. His main research interests are in the areas of acculturation and cross-cultural relations.

He is coordinating an international research project, which is designed to advance our understanding of acculturation and intercultural relations, called *Mutual Relations in Plural Societies*. This project is being carried out in 14 countries, including Australia, Canada, China, Estonia, Greece, India, and Italy. Professor Berry holds an honorary doctorate from the University of Athens, an honorary doctorate from the University of Geneva, a doctorate of philosophy from the University of Edinburgh and a bachelor of arts from Sir George Williams University.



Rauf Soulio

Judge of the District Court of South Australia

Judge Soulio was appointed as a judge of the District Court of South Australia in 2006, with concurrent appointments to the Equal Opportunity Tribunal and the Licensing Court of South Australia. He is a founding member of the national Judicial Council on Cultural Diversity. In 2011, Judge Soulio was appointed by the federal government as chair of the Australian Multicultural Council, an independent bi-partisan council providing policy advice on multicultural issues. He held that role until 2014. He previously served as deputy chair of the Australian Multicultural Advisory Council. Judge Soulio also served as a member of the national Anzac Centenary Advisory Board and of the Aged Care Reform Implementation Council. In 2013, he was appointed as a member of the Civil Society 20 (C20) group for the Brisbane G20 in 2014. Judge Soulio is chair of the Australian Migrant Resource Centre and chair of the judging panel for the South Australian Governor's Multicultural Awards. Judge Soulio is also an arbitrator in the international Court of Arbitration for Sport. He served as president of the Football Federation of South Australia between 2008 and 2016, and he has recently been appointed as chair of the Football Independent Banning Appeal Committee.



Kris Cala

Branch Manager, Settlement Policy Branch, Multicultural, Settlement Services and Communities Group, Australian Government Department of Social Services

Ms Kris Cala is the branch manager of Settlement Policy Branch part of the Multicultural, Settlement Services and Communities Group, in the Australian Government Department of Social Services. Kris has been in this role since October 2013. Prior to that, Kris worked in the Department of Immigration and Border Protection in a range of policy and operational roles. Kris has always had a strong interest in migration, settlement and multicultural issues, in part because post-WWII migration brought her father from Poland to Australia in 1949. Her interest in those issues was further strengthened during four overseas postings with the Department of Immigration and Border Protection—in Yugoslavia, France, Lebanon and India—where she managed Australia's migration and humanitarian program and dealt with many cross-cultural issues. In her current role, Kris is responsible for a range of settlement programs as well as policy issues regarding settlement and language. In January 2011, Kris was awarded a Public Service Medal for outstanding public service in her role as counsellor (immigration) and principal migration officer in the department's New Delhi office.



Libby Davies

Chief Executive Officer, White Ribbon Australia

Ms Libby Davies is the chief executive officer of White Ribbon Australia, the national primary-prevention organisation with a focus on engaging men to be active drivers of social change to stop violence against women. In the past, Libby has been the chief executive officer of other national organisations, such as Family Services Australia, UnitingCare Australia and Brain Injury Australia. She has served on numerous boards and advisory councils, including at ministerial, national and state levels and is a past director of Lifeline Australia. Libby is a member of the New South Wales Domestic and Family Violence Council, a member of the New South Wales Preventing Domestic and Family Violence Social Investment Advisory Group and has been engaged in the Ministerial Roundtable on Prevention of Violence, Victoria and Queensland. She has led transformative programs that give expression to the guiding principle that to prevent men's violence against women requires the engagement of men and that build the capacity of communities to drive positive social change. Libby is committed to enabling innovation in the prevention of violence, working alongside and with many others who are committed to addressing this scourge. In October 2015, Libby was awarded the New South Wales Telstra Business Women's Award for Purpose and Social Enterprise.



Hon. Richard Marles MP

Shadow Minister for Immigration and Border Protection

Richard Marles was elected to Federal Parliament as the Member for Corio in November 2007 and August 2010 and re-elected to the seat of Corio in September 2013.

Born in 1967, Richard was raised in Geelong and educated at Geelong Grammar School. He has a LLB (Hons) and BSc from the University of Melbourne. He began his career with legal firm Slater and Gordon.

In 1998, he became federal assistant secretary of the Transport Workers' Union where he was responsible for bargaining with national transport companies and managing the union's activities in the Australian Industrial Relations Commission.

In 2000, he became assistant secretary of the ACTU and ran the Working Hours Case, which gave workers the right, for the first time, to refuse unreasonable amounts of overtime. He was a member of the National Occupational Health and Safety Commission and led the ACTU's work on OHS. He also led an innovative program of cooperation between the Australian and Papua New Guinea union movements.

In October 2013 he was appointed Shadow Minister for Immigration and Border Protection and currently serves in this role.



Judi Altinkaya

National Manager, Settlement Unit, Immigration New Zealand

Ms Judi Altinkaya is the national manager of Immigration New Zealand's Settlement Unit. In this role, her priorities include leading the all-of-government implementation of the New Zealand Migrant Settlement and Integration Strategy (2014), strengthening support for retaining skilled migrants in regions throughout New Zealand and developing collateral to support new migrants to settle into their work and local communities. In 2004, Judi was recruited from her former role as chief executive of English Language Partners, New Zealand's largest settlement NGO, to design and implement a nationwide network of migrant resource services. She has subsequently transformed Immigration New Zealand's approach to migrant settlement, reviewing and adapting settlement information and services to align with changing migrant trends in accessing support. A team of relationship managers based in regions supports regional economic-development planning for attracting and retaining skilled migrants while providing support for local settlement networks of stakeholders. A hallmark of Judi's leadership is the innovative resource development tailored to support the end-to-end migration pathway. In particular, Judi has driven an approach based on the premise that responsibility for good settlement outcomes is multifaceted. Their achievement is not only government's responsibility; new migrants, their employers and New Zealand society as a whole also have a role to play.



Ziagul Sultani

Community/Youth Development Officer, Shire of Katanning, Western Australia

Ms Ziagul Sultani is a community/youth development officer with the Shire of Katanning in Western Australia. Ziagul, now 22, arrived in Australia from Afghanistan when she was 10 years old. Ziagul, who commenced work as a trainee youth development officer, has been in her current role for two years. Ziagul is also the Western Australian youth ambassador to the Multicultural Youth Advocacy Network and a member of the network's Western Australian Youth Action Committee. This committee recently organised the Catalyst Youth Summit, Western Australia's first statewide summit for multicultural young people. Ziagul is passionate about creating positive change in the community for refugees and asylum seekers through a range of community activities aimed at breaking down barriers in the various communities and empowering other young people to do the same. In recognition of her work in her community, Ziagul was this year awarded the Premier's Australia Day Active Citizenship Award for a person under 25.



Aleem Ali

Manager, Welcoming Cities,
Scanlon Foundation

As a social entrepreneur, mentor and facilitator, Aleem loves little more than working with passionate people to implement great ideas that advance the common good. Awarded and recognised for his contribution to the community, Aleem has spent the past 20 years seeding and mentoring the development of various programs, initiatives and enterprises, including the Academy for Young Entrepreneurs, 180 Studios, Bizness Men, Empower Health Solutions, Creative Pathways in the Central West, and Human Ventures. He is an adviser on various community and cultural panels, a lecturer in the creative industries and a volunteer branch director (Brisbane) for Welcome to Australia. Currently, Aleem is the manager of the new national initiative Welcoming Cities, Scanlon Foundation. Aleem is also an award-winning father, not simply because he and his wife have seven children but as a consequence of his example and passion for helping young people to overcome adversity and realise their potential. His passions also include real football (i.e. soccer) and coffee.



Dr Devaki Monani

Lecturer in Social Work,
Australian Catholic University

Dr Devaki Monani has a doctor of philosophy in social work from the University of Melbourne. She is a lecturer in the Master of Social Work Program at the Australian Catholic University in the area of social policy and social work research. Previously, she worked as the primary liaison research officer at the University of Technology Sydney, assisting Professor Jock Collins and Associate Professor Branka Krivokapic-Skoko in the Immigrants Shaping Australian Agricultural Productivity project, funded by the Rural Industries Research Development Corporation. She has conducted interviews and focus-group discussions with Afghan, Bhutanese, Burmese, Indian, Samoan, Papuan and Kiribati farming communities. Because of her involvement in the project, she has developed an in-depth knowledge of refugee and migrant settlement in regional areas. Devaki has published in the area of human rights and community capacity building. She welcomes opportunities to collaborate with academic colleagues and practitioners on projects focusing on refugee settlement in regional areas.



Jock Collins

Professor of Social Economics
in the Management Discipline
Group at the UTS Business School,
Sydney, Australia

Jock Collins is professor of social economics in the Management Discipline Group at the UTS Business School, Sydney, Australia. He has been teaching and conducting research at UTS since 1977. His research interests centre on an interdisciplinary study of immigration and cultural diversity in the economy and society. His recent research has been on Australian immigration, ethnic crime, immigrant and Indigenous entrepreneurship, immigrant youth, ethnic precincts and tourism, multiculturalism, the Cronulla Beach riots, global teachers, immigrants and the built environment and immigrants in regional and rural Australia and the social use of ethnic heritage and the built environment. He is the author or co-author of ten books, the most recent of which is *Global teachers, Australian perspectives: goodbye Mr. Chips hello Ms. Banerjee* (with Carol Reid and Michael Singh) published by Springer Press in 2014. He is also the author of over 100 articles in international and national academic journals and book chapters. His work has been translated into Swedish, French, Japanese, Arabic, Dutch, Chinese, Portuguese, German, Turkish and Italian. Jock Collins has had visiting academic appointments in the UK, Canada, Sweden and the United States and has consulted to the ILO and OECD.



Adam Rowland

Executive Manager,
National Centre for Longitudinal Data,
Australian Government Department of
Social Services

Mr Adam Rowland is the executive manager of the National Centre for Longitudinal Data (NCLD) in the Australian Government Department of Social Services. The NCLD plays a national leadership role in relation to the strategic direction and use of survey and administrative longitudinal data and oversees four longitudinal studies. These studies include Building a New Life in Australia: The Longitudinal Study of Humanitarian Migrants; The Household, Income and Labour Dynamics in Australia survey; Growing up in Australia: The Longitudinal Study of Australian Children; and Footprints in Time: The Longitudinal Study of Indigenous Children. Adam joined the NCLD in October 2015 from the Australian Government Department of Health, where he had spent three and a half years helping reform the way the department undertook grant administration, monitoring and reporting. Prior to his career in the public sector, Adam spent around 15 years in the private sector where he undertook market and social research, primarily on behalf of public-sector clients.



Andrew Cummings

Managing Director, Andrew Cummings
Training and Consultancy

Andrew Cummings has worked in community sector organisations for 30 years, including managing national and international programs and organisations in Australia, the UK and Europe. Andrew has written extensively, with over 30 published works, including a wide range of programs and resource packs. He has also developed and delivered training programs to over 3000 youth and community workers, and to hundreds of young people. Andrew was also the author of the training toolkit for the implementation of MYAN Australia's Youth Settlement Framework. Andrew's understanding of settlement has come from previous roles as executive officer of the Settlement Council of Australia (2009 to 2010 and 2015 to 2016) and executive officer of the Multicultural Youth Affairs Network of NSW (2013 to 2015). His other previous roles include secretary general of the European Confederation of Youth Clubs (2000 to 2006) and executive director of the Australian Youth Affairs Coalition (2010 to 2013). Andrew currently works as a freelance trainer and consultant. He holds a bachelor of social welfare and a certificate IV in training and assessment.



Maria Dimopoulos

Managing Director, MyriaD Consultants

Maria Dimopoulos is internationally recognised as an expert on gender equality and violence against women, with a particular expertise in working with communities of migrant and refugee background. Much of her work has focused on promoting and enhancing a gendered approach in the ongoing, complex legal and political reform processes and in ensuring the meaningful inclusion of diverse women's voices and perspectives in those processes.

Maria's contributions have included knowledge provision and advisory roles in gender justice, advocacy, bridging and supporting participation in mainstream processes, coordination, capacity-building and piloting innovative projects. In 2008, she was appointed by the federal government to the National Council to Reduce Violence against Women and their Children. The council provided expert advice to government on reducing the incidence and impact of domestic and family violence and sexual assault on women and their children and was tasked to develop and distribute a National Plan of Action.

Maria's research has appeared in a range of professional publications published by the Family and Domestic Violence Clearinghouse and the Australian Institute of Criminology and in peer-reviewed journals, including the Feminist Law Journal. She also co-authored the book Blood on whose hands: the killing of women and children in domestic relationships.



Violet Roumeliotis

CEO, Settlement Services International

Violet Roumeliotis is the CEO of Settlement Services International (SSI), a NSW community-based, not-for-profit organisation that provides support services for refugees, asylum seekers, people with disability, job seekers, and children from CALD backgrounds who require foster care. Violet has steered SSI through a major growth period, from a staff of fewer than 70 people just four years ago to more than 500 in 2016. She was named in Pro Bono Australia's 2014 and 2015 lists of the 25 most influential people working in the not-for-profit sector. Violet has an extensive background in the leadership of large not-for-profit organisations and the provision of services to at-risk communities, including settlement services. She has specialised knowledge and skills in working with people from CALD communities, refugees, women and families in crisis and prisoners. She is a member of the NSW Police Multicultural Advisory Council, a board member of the Sydney Alliance and a member of its Leaders' Council, and is a past chair of South West Sydney Legal Centre. Violet has a bachelor of arts in sociology and history from the University of New South Wales (UNSW) and a masters in management from the University of Technology Sydney (UTS). She is also an accredited mediator.



Mohammad Al-Khafaji

CEO, Welcome to Australia

Mohammad Al-Khafaji was born in Iraq. In 2003, when he was 13 years old, he arrived in Australia via Syria. He came as a refugee with his family through the UNHCR. Mohammad is passionate about changing the national conversation around asylum seekers to a positive one through education and grass roots movements. He is the new CEO of Welcome to Australia, an organisation dedicated to welcoming Australia's new arrivals, no matter where they have come from or how they got here. Mohammad is a member of the board of Multicultural Youth South Australia (MYSA) and is the youth chair of the Federation of Ethnic Communities' Councils of Australia (FECCA). He is a former member of South Australia's Strategic Plan Community Engagement Board and former chair of the Minister's Youth Council (SA). Mohammad is dedicated to creating a welcoming Australia and is committed to giving new arrivals the same welcome he received when he arrived in 2003.



Molly Kennedy

General Manager, Multicultural Learning and Support Services (MCLaSS)

Molly Kennedy has been involved in refugee programs in New Zealand at a local, regional and national level for the last decade. She is currently general manager of Multicultural Learning and Support Services (MCLaSS) in New Zealand and her previous role was national refugee services manager for the New Zealand Red Cross.

Molly's passion for working with refugees began as a volunteer, supporting the resettlement of people from Myanmar and Sri Lanka. In the years since, she has worked in various facets of refugee resettlement, including volunteer coordination, adult education, refugee legal support, social engagement, employment programs and advocacy.

Molly lived and worked in the US, Kenya and South Korea before moving to New Zealand. She has a master of international relations from Victoria University of Wellington. She is an avid promoter of the skills and strengths that refugees bring to New Zealand society.



Abeselom Nega

CEO, iEmpower

Abeselom Nega has served Australians from diverse cultural and linguistic backgrounds for over 25 years. He is the current CEO of iEmpower, a highly respected specialist youth services organisation. Previously, he was general manager of AMES Employment. Abeselom has served as founding chair of the Federation of African Communities Councils in Australia, as an executive committee member of the Federation of Ethnic Communities' Councils of Australia (FECCA), as a board member of the National Employment Services Association and as a commissioner of the Victorian Multicultural Commission. Abeselom has also served as a board member of the National Accreditation Authority for Translators and Interpreters (NAATI) for nine years, making him the longest-serving board member in the organisation's 40-year history. Currently, Abeselom is a member of the Refugee Resettlement Advisory Council, a board member of the Victorian Equal Opportunity and Human Rights Commission, chair of the Melbourne Employment Forum and a member of numerous professional bodies. Abeselom is committed to sustainable human rights outcomes for children and young people.



Mandi Wicks

Director, Audio and Language Content, SBS Radio

Mandi Wicks has been with SBS for five years, including three years as the director of Audio and Language Content, SBS Radio. SBS Radio includes eight radio networks—five focusing on Australian news and information in 74 languages, including the new SBS Arabic24 and three music networks: SBS PopAsia, SBS PopDesi and SBS Chill.

Mandi has more than 25 years' experience in the media industry, including at four of Australia's leading networks (SBS, Macquarie, Southern Cross Austereo and Nova Entertainment). She worked as a journalist for 10 years before moving into senior management roles.

In 2015, SBS Radio celebrated its 40th anniversary. The organisation remains dedicated to connecting communities through multilingual conversations across all platforms and devices in order to inspire social cohesion in Australia.



Parsu Sharma-Luita, JP

Chair, Statelessness Working Group, Asia Pacific Refugee Rights Network (APRRN)

Parsu Sharma-Luita, JP, a former refugee from Bhutan, arrived in Australia in 2002. He obtained a master's degree in horticulture from the University of Melbourne in 2004, and he is currently studying a master in public policy at RMIT University. In 2014, he was the inaugural recipient of the New Australian of the Year award. He is the current honorary secretary of the Federation of Ethnic Communities' Councils of Australia (FECCA) and a past chair of FECCA's New and Emerging Communities Advisory Committee. He is a board member of the Ethnic Communities' Council of Victoria (ECCV) and a past chair of ECCV's New and Emerging Communities Policy Committee. He is the chair of the Statelessness Working Group of the Asia Pacific Refugee Rights Network (APRRN) based in Bangkok. On behalf of the Refugee Council of Australia, AMES and APRRN, Parsu has represented Australian refugee communities at the UNHCR NGO annual partner consultations and Standing Committee meetings in Geneva for the last six years. Until 2012, Parsu was a project coordinator with AMES Australia, where he established and coordinated projects across Victoria. In this role, Parsu delivered citizenship and computer classes in first languages to more than 15 different newly arrived refugee communities. Parsu established the Bhutanese Community in Australia in 2009 and the Bhutanese Organisation in Australia in 2012.

Chair Biographies



Deng Thiak Adut

Defence Lawyer and Refugee Advocate

Mr Deng Thiak Adut is a prominent community leader and internationally renowned practising defence lawyer. Deng came to Australia as a refugee in 1998, following life as a child soldier in Sudan. In 2005, he enrolled in a bachelor of laws at Western Sydney University and became the first person in his family to graduate with a law degree. Deng practises in the areas of criminal, family, employment and international law. Deng has worked at three reputable Sydney law firms and has demonstrated a remarkable commitment to social justice, working at Blacktown Local Court as a liaison officer to the local Sudanese community and at Parramatta Community Justice Clinic, which provides disadvantaged members of the community access to the legal justice system. A community award recipient, Deng regularly acts as a spokesperson for the Sudanese community and has frequently appeared in the media to advocate on their behalf. Deng is committed to making a positive difference and, in doing so, devotes many hours of his personal time to activities such as supporting, advising and mentoring members of the community. Deng delivered the New South Wales 2016 Australia Day Address, which drew critical acclaim, both at home and abroad.



Paris Aristotle, AM

Chief Executive Officer, Victorian Foundation for Survivors of Torture, also known as Foundation House

Mr Paris Aristotle, AM, is the chief executive officer of the Victorian Foundation for Survivors of Torture, also known as Foundation House, a specialised service for people of refugee background. Paris has over 25 years' experience in supporting refugees and asylum seekers, particularly in the provision of services to survivors of torture and trauma. Throughout this period, Paris has worked closely with the UNHCR in the area of refugee resettlement and has served on a range of state and federal government bodies advising on refugee and asylum seeker policy and multicultural affairs. These bodies have included the Refugee Resettlement Advisory Council (now the Settlement Services Advisory Council) and the Immigration Detention Advisory Group. In 2012, Paris was appointed to the Prime Minister's Expert Panel on Asylum Seekers. Paris is chair of two federal government councils: the Settlement Services Advisory Council and the Minister's Council on Asylum Seekers and Detention. He is also an executive member of the Forum of Australian Services for Survivors of Torture and Trauma. In 2002, Paris was appointed a Member of the Order of Australia, and in 2003 he was awarded an Australian Centenary Medal—both honours in recognition of his longstanding work with refugees, particularly with survivors of torture and trauma.



Kerrin Benson

Chief Executive Officer, MDA Ltd

Kerrin is the chief executive officer of MDA Ltd. MDA exists to build a better future for all. Its primary work in this area is welcoming newly arrived Queenslanders. Last year MDA worked alongside 4000 new arrivals to help them find work, learn about Australian systems, and contribute to and settle in Australia.

Kerrin has previously held senior roles in both government and non-government organisations, including a secondment as executive director of Multicultural Affairs Queensland in the Queensland Government, and three years in a senior position in a UK-based NGO.

Kerrin has been a member of the Minister's Council on Asylum Seekers in Detention since 2009, providing advice to the previous six immigration ministers on matters related to asylum seekers.



Michael Cox

Executive General Manager, English and Foundation Skills, Navitas English

Michael joined Navitas English in 2008. Navitas English currently delivers settlement, settlement English and Foundations Skills to approximately 25,000 people annually. The programs include Humanitarian Settlement Services (HSS) in the Hunter and Illawarra, the Skills for Education and Employment (SEE) program in Western and South Western Sydney, and the AMEP General Services in metropolitan Sydney as well as AMEP Distance Learning delivery in Western Australia, South Australia, New South Wales, Australian Capital Territory and Queensland.

Michael has worked for 18 years in the leadership, management and delivery of settlement, English language, literacy and vocational programs to humanitarian and migrant arrivals settling in Victoria and New South Wales.



Dr B (Hass) Dellal, AO

Executive Director of the Australian Multicultural Foundation and Deputy Chairman of the SBS Board of Directors

Dr B (Hass) Dellal, AO, is the executive director of the Australian Multicultural Foundation and deputy chairman of the SBS Board of Directors. He has over 25 years' experience in policy, management, community development and programming for cultural diversity. Hass has extensive national and international experience in multicultural affairs and has spearheaded initiatives for the development of the general community. Hass serves on a number of committees and boards and has prepared community relations programs for the private sector and government authorities. Hass is the chair of the Centre for Multicultural Youth, the co-chair of the Victoria Police Multi-Faith Council, a member of the Australian Multicultural Council, a board member of the European Multicultural Foundation, a fellow of the Williamson Community Leadership Program and an Australia Day ambassador. In 1997, Hass was awarded the Medal of the Order of Australia for services to multiculturalism, the arts and the community; and in 2003, he was awarded the Centenary of Federation Medal. He was conferred with an honorary doctorate in social sciences by RMIT University in 2006. In 2015, he was appointed an Officer of the Order of Australia for distinguished service to the multicultural community through leadership and advisory roles, to the advancement of inclusiveness and social harmony, to youth and to the broadcast media.



Carmen Garcia

Principal and Founder, Community Corporate

Carmen Garcia is the principal and founder of Community Corporate, a consultancy business that helps organisations challenge conventional thinking in order to achieve exceptional outcomes with long lasting impact through strategic planning, partnerships and program design, business and sustainability planning, frameworks and evaluation models, and organisational positioning and PR.

As a well-respected social entrepreneur, Carmen has raised millions of dollars for organisations, charities and appeals through fundraising, tender writing, donations, sponsorship, social ventures and more. She is a member of the Refugee Resettlement Advisory Council of Australia, and the Friendly Nations Initiative Executive Committee. She was recently appointed the inaugural chair of the Social Enterprise Alliance of SA and serves as a director on the Australian Sponsorship 4 African Kids, an AusAid recognised charity.

Her work led to her recognition as a finalist for the South Australian Telstra Women's Business Awards for community and government and SA Young Business Woman of the Year in 2013, 2014 South Australian Filipino Achiever of the Year, 2004 South Australian Young Achiever Award for Community Service and Governor's Multicultural Award SA and numerous others.



Simon Gordon

CEO, Settlement Council of Australia

Simon Gordon is the CEO of the Settlement Council of Australia, having joined SCOA in April 2016. Simon is highly experienced in leadership and senior management, with over 20 years experience in people and program management, government relations, strategy planning and implementation, and corporate governance in the Commonwealth Government and not for profit sectors. Simon's previous roles include deputy CEO of Reconciliation Australia, director of the Indigenous Policy Branch of FAHCSIA, and senior consultant with Supply Nation. Simon has a doctorate in political science and a bachelor of agricultural economics.



Carmel Guerra

CEO, Centre for Multicultural Youth

Carmel Guerra is the founder and chief executive officer of the Centre for Multicultural Youth (CMY), the first organisation in Australia to work exclusively with migrant and refugee young people. She is also chairperson of the Multicultural Youth Advocacy Network (MYAN) Australia. Carmel has over 25 years' experience in the community sector. She serves on numerous boards and committees in the government and non-government sectors and is currently a member of the Settlement Services Advisory Council, the Migration Council of Australia and the Victorian Youth Parole Board. Carmel has contributed to a range of research reports relating to multicultural youth, including *Ethnic youth gangs in Australia: do they exist?* and *Wealth of all nations*, the first comprehensive study undertaken into the needs of refugee young people in Australia.

In 1994, Carmel was awarded a Churchill Fellowship to investigate issues of refugee and migrant youth overseas. In 2003, she earned a Centenary Medal for services to young people, and, in 2005, she was inducted onto the Victorian Honour Roll of Women for her services to the community. In 2016, Carmel was awarded a Medal of the Order of Australia for service to multicultural youth.



Helen Kapalos

Chairperson, Victorian Multicultural Commission

An accomplished journalist, presenter, executive producer and filmmaker, Helen Kapalos is a proud Greek Australian who is passionate about supporting Victoria's culturally and linguistically diverse communities. Ms Kapalos has also worked in a number of philanthropic roles including director at the Heart Foundation, director of Federation Square, ambassador for the Ovarian Cancer Research Foundation, and ambassador with Community Languages Australia. Helen's successful media career has included working for all three Australian commercial television networks and the two public broadcasters.

She has also recently returned to film-making and documentary work, as executive producer of *A life of its own*, a documentary that examines the truth about medical marijuana. Believing that we should never stop learning, Ms Kapalos is also doing a masters in journalism.



Robyn Layton, AO, QC

Adjunct Professor, University of South Australia, School of Law

Dr Robyn Layton is an adjunct professor at the University of South Australia School of Law and works as a development consultant both nationally and internationally. Prior to September 2010, she was a judge of the Supreme Court of South Australia.

Throughout her legal career as a solicitor, a barrister and a judge, she has played an active role in championing human rights across the spectrum, including at an international level with the UN ILO as chair of the Experts on Application of Conventions and Recommendations in Geneva for more than 15 years and within Australia as a founding member of the South Australian Refugee Advocacy Service, which has represented hundreds of asylum seekers. She attended various detention centres and provided extensive pro bono work, including representation in courts. Her current board appointments and positions are many but include patron of the Australian Migrant Resource Centre; a patron of Refugee Week in South Australia; patron of the Women's Legal Service of SA and chair of the Advisory Committee for the Australian Centre for Child Protection at the University of SA.

As a result of her social justice work she has received an Order of Australia (AO) from the Australian Government in 2012; the South Australian, Australian of the Year in 2012; an honorary PhD from the University of South Australia in 2013 and the Justice Award 2013 from the Law Society of South Australia.



AJ Masefau

White Ribbon Ambassador

AJ Masefau has worked for over 15 years in men's mental health and suicide prevention. A former bouncer now personal development coordinator, AJ teaches a range of life skills in various settings, from emotional intelligence skills for long-term unemployed clients to health and personal development for secondary school students. A master practitioner in the field of life coaching, AJ uses positive psychology therapies and coaching strategies to provide positive momentum for change. AJ is also the co-founder and managing director of MAN-UP, a tailor-made early-intervention program for males, from adolescent boys to mature adults. Through physical activities designed to foster foundational skills in self-control, awareness and confidence—all protective factors in overcoming anxiety, depression and anger—MAN-UP aims to train a new generation of men. As White Ribbon Ambassador, AJ facilitates workshops on how to 'man up', focusing on what it means to be a man in today's society and the important role men have within the community. AJ is also the director of rugby at Melbourne High School. Over the past eight years, he has worked to develop life skills through rugby and mentoring student leaders. AJ has represented the Victorian School Rugby Union as state coach, including during the European/UK tour in 2015.



Melissa Monteiro

Executive Director, Community Migrant Resource Centre

Ms Melissa Monteiro is the executive director of the Community Migrant Resource Centre (CMRC) and a board member of the Western Sydney Community Forum. Prior to joining the CMRC in 2000, Melissa worked for a number of not-for-profits, including the Blacktown City Community Services Network, Missionaries of Charity and the Australian College of Social Work. In 2013, she won the Western Sydney University's Community Services Award. During this time, Melissa worked closely with community leaders in Western Sydney with an interest in achieving greater social impact through a stronger social sector and cross-sectoral collaboration. Melissa holds a bachelor of social work, a master of social work and a master of environmental sciences. She has extensive experience in the community sector, providing strategic advice and sharing her vast understanding of settlement issues. Melissa has served on various local and national committees and has worked in a variety of social work settings, empowering groups of marginalised women and undertaking social research. As executive director of the CMRC, Melissa now empowers refugee and migrant communities in settling in Australia and mentors many not-for-profit organisations. Melissa is passionate about migrant and refugee women, humanitarian resettlement and social justice.



Dr Sev Ozdowski, AM, FAICD

Director of Equity and Diversity,
Western Sydney University

Dr Sev Ozdowski is the director of Equity and Diversity at Western Sydney University and an honorary professor at the Centre for Peace and Conflict Studies at the University of Sydney. He is also chair of the Australian Multicultural Council, an advisory body to the Australian Government on multicultural issues and programs. From 2000 to 2005, Dr Ozdowski was the Australian human rights commissioner and disability discrimination commissioner at the then-named Human Rights and Equal Opportunity Commission. He also headed the Office of Multicultural and International Affairs in South Australia for five years, and since 2006 has been the president of the Australian Council for Human Rights Education. Dr Ozdowski's work is recognised through various Australian and international honours and awards, including the Medal of the Order of Australia, which he was awarded in 1995, and Member of the Order of Australia, which he was awarded in 2016.



Con Pagonis

Former Multicultural Policy Adviser,
Municipal Association of Victoria

During his career, Mr Con Pagonis has focused on cultural diversity, public policy and program development, including migrant and refugee settlement planning, access and equity and social cohesion. In the latter 1980s, Con managed an old-style migrant hostel in western Sydney. Through the 1990s, he worked in Canberra and Hobart as a senior adviser in the Department of the Prime Minister and Cabinet's Office of Multicultural Affairs, as a national community programs and humanitarian settlement director for the Immigration Department, and later as the department's Tasmanian state director. From 2001 to 2007, Con managed the Immigration Department's Settlement and Multicultural Affairs branches in New South Wales and then in Victoria. He also served as director of TIS National during this period. From 2007 to 2015, Con worked as a multicultural policy adviser, initially with the Victorian Multicultural Commission, followed by seven years with the Municipal Association of Victoria and the Victorian Local Government Multicultural Issues Network Leadership Group. Now retired, Con is a pro bono consultant and a volunteer with the Ethnic Communities' Council of Victoria, Community Radio PBS 106.7FM and Multicultural Arts Victoria. Con holds a bachelor of arts (honours) from Monash University and a graduate diploma of education from the University of Melbourne.



Paul Power

Chief Executive Officer,
Refugee Council of Australia

Since 2006, Mr Paul Power has served as chief executive officer of the Refugee Council of Australia (RCOA), the national umbrella organisation for 200 agencies working with refugees and asylum seekers. He leads the organisation's policy development and public education on refugee issues and its advocacy with the Australian Government, the UNHCR and various international networks. In 2012, Paul was elected to the Steering Committee of the Asia Pacific Refugee Rights Network, and he now chairs its Australia, New Zealand and Pacific Working Group. He has served as a member of the Australian Government's Refugee Resettlement Advisory Council (2008-14) and in 2011-12 was NGO co-chair of the Working Group on Resettlement and the Annual Tripartite Consultations on Resettlement—the bodies that bring together the UNHCR, governments and NGOs from 30 countries to discuss refugee resettlement strategies. Prior to his role with the RCOA, Paul developed and managed the St Vincent de Paul Society's social action centres in outer south-western Sydney and Wollongong, where he led community development initiatives in public-housing estates, social support for people with mental illness, volunteer-training, social research and advocacy. Previously, he worked as a communications officer for Caritas Australia and as a newspaper journalist and editor.



Catherine Scarth

Chief Executive Officer, AMES Australia

Ms Catherine Scarth is the chief executive officer of AMES Australia, Australia's largest provider of integrated settlement, education and employment services for migrants and refugees. Ms Scarth's career has focused on the design and implementation of innovative social programs and enterprises in Australia and the United Kingdom. Prior to her appointment as chief executive officer in 2011, Ms Scarth was AMES's general manager of community and policy, driving innovation in partnerships with employers, government and the community sector to achieve positive and sustainable employment and settlement outcomes. She is a current board member of the Migration Council of Australia and a founding member of Social Traders. In 2015, she was appointed a member of the Minister's Council on Asylum Seekers and Detention.



Carla Wilshire

Chief Executive Officer,
Migration Council Australia

Ms Carla Wilshire is the chief executive officer of the Migration Council Australia (MCA). The MCA was set up to provide independent research and policy advice on migration, settlement and social cohesion. Ms Wilshire is also a member of the Judicial Council on Cultural Diversity and the National Anti-Racism Partnership. Ms Wilshire has a background in public policy, tertiary research and policy development. In the public sector, she has worked as a public servant, a ministerial advisor and a chief of staff. She has also worked as a researcher and lecturer at the University of Sydney. Ms Wilshire holds a bachelor of economics and a master of international studies (honours). She has extensive knowledge of multiculturalism, settlement and migration policy.

Acknowledgements

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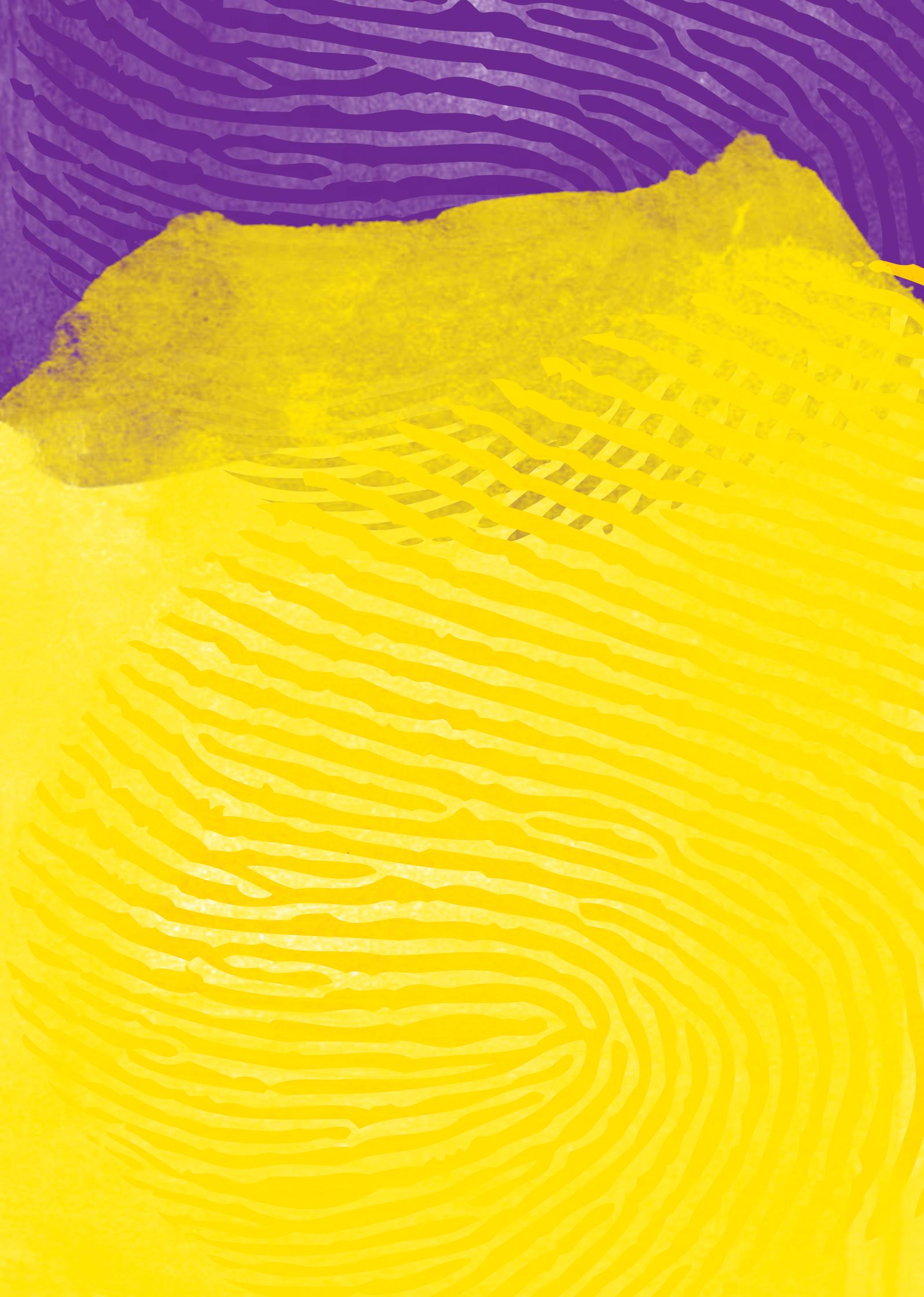
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