Our communities are made up of diverse cultures and people, from the first people to the migration flows dating back to Geelong's founding and more recently those fleeing persecution and choosing Geelong as their preferred destination for resettlement. Our programs do not just embrace diversity, we create inclusion and unity based on an understanding that difference, in all its forms, enriches community life.
Diversitat provides services in the areas of: refugee settlement, financial counselling, aged support, migration, Pulse radio station, arts & events, youth services, disability support and accredited training. In addition, Diversitat runs the annual Pako Festa, which celebrates diversity and is attended by around 100,000 people.
1976 - 2016 Celebrating 40 Years of Service

In 2016 we have been celebrating our 40th year and we acknowledge the drive and commitment of our early members and also successive communities. It has always been our shared values of dignity, respect and acceptance which have defined our organisation and community.

Looking through the earliest minutes of the Geelong Migrant Planning Committee, GMPC as it was known back in 1976, we see themes which still resonate today in terms of settlement services and migration.

We have been extraordinarily successful, not because we have won national awards, but because we have remained true to our original beliefs and values. When equity and access were unpopular we maintained the line and we insisted that it is and always will be our role to advocate on behalf of our ethnic communities and those in need in our community.

I am sure the next generation of communities and leaders will meet and exceed the needs of future generations. We are, of course, very grateful to all our supporters over the years, most notably the myriad of volunteers whose tireless dedication and hard work have been so critical in many of our services.

We value the efforts of our CEO, Michael Martinez, and all our staff for their commitment and dedication. We also recognise our management team that pursue excellence and innovation in all they do. A big thanks to our fellow board members and our faithful council representatives, many of whom have volunteered for countless years for their communities and the GECC.

We acknowledge all our community partners and thank the Victorian Government, which is the single most committed jurisdiction in this nation to diversity and multiculturalism.

Dr. Linda Sydor Petkovic
President
Geelong Ethnic Communities Council
Annual Report 2015/16

Time line of Our 40 Years

1976
Geelong Migrant Planning Committee (GMPC).

1977
In December, the GMPC was wound up and the Geelong Ethnic Communities Council Inc. (GECC) was born. We then received a grant through the Barwon Regional Council for Social Development for the Migrant Advisory Centre and for the After School Language Program.

1978
In November, we received a $30,000 grant from the Geelong Community Chest which today has evolved into Give Where You Live.

1982
The first Pako Festa.

1985
By February, the Council’s membership had increased to 19 communities.

1991
The Skills Bridging Program commenced, enabling participants to improve their level of English and their ability to attend TAFE.

1993
Multicultural Arts Program and Aged Support commenced.

1994
Multicultural Aged Care Services Opened. Employment Programs commenced.

1997
In August, we moved into the Geelong West Town Hall after an extensive renovation. Diversitat became a Registered Training Organisation (RTO), offering a range of nationally accredited qualifications.

2000
The SWEET Education Program established. In addition to our existing youth employment programs, it provided the basis for a Youth Department.

2004
In July, the Pulse radio station management approached Diversitat for support, and the organisation was quick to take up the challenge.

2007
Jindara Financial Counselling Service became incorporated into Diversitat.

2008
Diversitat incorporated with Geelong Adult Training and Employment (GATE), adding a rich selection of vocational and career courses to our Training services and introducing Diversitat’s Adult Migrant English Program and Integrated Humanitarian Settlement Services.

2011
Diversitat North Eastern Community Hub in Norlane officially opened and we revived Hand Brake Turn, establishing You Turn.

2013
Diversitat won a Settlement Innovation Award for the Northern Community Hub, at the Inaugural Australian Migration and Settlement Awards. The Pulse celebrated 25 years of broadcasting, which is a significant achievement in community broadcasting. We also established Pulse Geelong Television in 2011, which airs on Channel 31.

2014
Our new Training office opened in Ryan Place in central Geelong.

2015
In December 2015, Deputy Prime Minister Warren Truss announced $1 million federal funding allocated to Diversitat to build the Healthy Living Centre for Aged Care in Norlane. We purchased 2 shops at 70 to 72 Mercer Street, which we aim to develop.

2016
Diversitat celebrates 40 years of promoting access and equity.
EXECUTIVE COMMITTEE
President    Dr. Linda Sydor Petkovic
Secretary    Mr. Zoran Dimovski
Treasurer    Mr. Wally Scharf
Assistant Secretary    Mrs. Fely Spikers
Assistant Treasurer    Ms. Sophia Shen
Ordinary Member    Mr. Rumen Ginev
Ordinary Member    Mr. Milovan Arandjelovic
Ordinary Member    Mr. Mohammad Ali Heydari
Ordinary Member    Dr. John Lamp
Ordinary Member    Ms. Rachel Schutze
Ordinary Member    Ms. Lisa Williamson

MANAGEMENT TEAM
Chief Executive Officer    Michael Martinez
Financial Controller    Brian McMahon
Deputy Financial Controller    Paul Brooks
Diversitat Aged Support    Robyn Martinez
Diversitat Arts    Luisa La Fornara
Diversitat Training    Garry Gow
Diversitat Settlement & Community Support    Maureen O’Keefe
94.7 The Pulse    Leo Renkin
Diversitat Wholefoods    Luisa La Fornara
Diversitat Youth    Barry Hocking
Project Manager    Bridgette Carey

AFFILIATED ETHNIC COMMUNITY GROUPS
Afghan    Malay
Austrian    Maltese
Bosnian    Maori
Brazilian    Mexican
Bulgarian    Nepalese
Cameroon    Polish
Chinese    Portuguese
Congoese    Russian
Croatian    Scottish
Dutch    Serbian
Fijian    Sikh
Filipino    Slovenian
French    Spanish
Geelong Matri Inc    Sri Lankan
German    Sudanese
Greek    South Sudanese
Hazara    South Sudanese
Hungarian    Language School
Indian    Swedish
Indonesian    Thai
Iranian    Turkish
Irish    Ukrainian
Italian    Venezuelan
Karen    Vietnamese
Karenni    Wathaurung
Latvian    Welsh
Liberian
Lithuanian
Macedonian
Malay
Maltese
Maori
Mexican
Nepalese
Polish
Portuguese
Russian
Scottish
Serbian
Slovakian
Sri Lankan
Spanish
Sudanese
South Sudanese
South Sudanese
Swedish
Thai
Turkish
Ukrainian
Venezuelan
Vietnamese
Wathaurung
Welsh
94.7 The Pulse
CEO Report

We refreshed our Strategic Plan for 2015-18 and we continue to focus on strengthening our practice to ensure the best possible outcomes for our clients. We work with a range of disadvantaged individuals and families across a spectrum of services and our intensive case management is key to our good practice. We thank our dedicated staff who deal with many of our complex cases and provide exceptional services. Thank you also to our executive committee and our president Dr Linda Sydor Petkovic. Over the coming years the expansion of the Hub and our Healthy Living Centre will increase the opportunities for better client and community outcomes. Supporting our clients and developing our staff and volunteers is a key to our integrated service approach and we aim to strengthen this through a co-ordinated approach of our training and leadership initiatives. We have maintained a strong financial position considering the constant changes to much of our funding. Our future is bright, as Diversitat embodies the struggles and tenacity of the migrant experience which respects hard work but understands that we must always be a compassionate, caring and progressive society.

2016 is the 40th anniversary of Diversitat. Throughout the year have been celebrating our contribution, and that of local ethnic communities to the region. Diversitat embarked on a mission to deliver 40 events throughout the year to celebrate this significant milestone and we thank all our affiliated communities and corporate partners that have made this possible. Below is a snap shot of the first six months.

February
We kicked off the calendar of events with Vision of Italy Exhibition officially opened as part of the Pako Festa Media Launch at Deakin Waterfront Campus on Thursday 18th February.
On Friday the 26th an afternoon Tea at the Diversitat Hope Community Garden with Costa, an enthusiastic and much loved host of the ABC’s Gardening Australia Program who got to meet with our diverse communities. This event was supported by Future Proofing Geelong.
Then on the 27th Feb we presented the 34th Diversitat Pako Festa, the biggest event on record with well over 100,000 people attending.

March
In partnership with Cloverdale Community Centre we hosted an international women’s day dinner with over 100 women from diverse backgrounds. Diversitat hosted the Geelong Chamber of Commerce After 5 function at the HUB with over 300 people delighting in a diverse experience. The Irish Community did not disappoint the community by hosting St. Patricks Family Party at Carpri Receptions.
While in Colac on the 19th March we worked with the Colac Otway Performing Arts & Cultural Centre (COPACC) to present Cultural Diversity Week and Earth Hour Celebrations. And finally on Harmony Day 94.7 The Pulse hosted a shared lunch with 70 people.
April
On the 2nd of April the Geelong Iranian Community presented a nature day in at eastern gardens offering a traditional feast and entertainment. The Vision of Italy Exhibition toured to the Surf Coast and was on show for two weeks at Moongate Studios, thanks to Jan and Geo Francis and the Surf Coast Council for their support.

On the 29th April the Geelong Dutch Clubs celebrated Oranje Day with over 250 community members at Centenary Hall in Corio.

June
Now this was the biggest month of all with over seven events for the month.
Starting with the Italian Republic Day presented by Club Italia on the 4th June and then followed by the Filipino Independence Day Celebrations on presented by the Filipino Social Club of Geelong. Diversitat launched Refugee Week on World Refugee Day Monday 20th with the opening of: My Place, My Home, My Family Photographic Exhibition at the Geelong Regional Library and StreetFace 5 in partnership with the City of Greater Geelong.

On Thursday 23rd Diversitat hosted a Refugee Dinner at The Geelong College Dining Hall, we had over 120 people enjoy a cultural feast and entertainment. We thank Geelong College for their great support.

On Saturday of the same week the Geelong Serbian Community celebrated Vidovdan while the Polish Community stepped back in time with a Debutante Ball.

Then to end the month of activities the Geelong Slovenian Community celebrated their independence day with the lighting of a bonfire!

Michael Martinez
Chief Executive Officer (CEO)
Diversitat Settlement & Community

Diversitat is the regional settlement services provider, with Geelong being one of the primary settlement areas in Victoria for humanitarian entrants. Each year we welcome roughly 200-300 refugees from countries including Afghanistan, Congo, Iraq, Iran, Liberia, South Sudan, Sri Lanka (Tamil) and Karen and Karen communities from Myanmar. Diversitat currently supports over 1600 refugees within the region. Geelong has also been selected as one of only 14 settlement locations nationally for the Syrian/Iraqi intake of refugees. We will support an additional 300 people arriving over the next 18 months. Diversitat Settlement Services and Community Programs provide support and operate a diverse portfolio of programs including legal, financial, disability, employment, mental health, social and community support for humanitarian entrants and disadvantaged people in the Barwon region.

HIGHLIGHTS OVER THE PAST 12 MONTHS

- 251 refugee new arrivals welcomed
- Over 5000 casework hours of financial counselling
- Engaging with over 5,000 clients and community members in our settlement services
- Over 90 Refugee young people (aged 15-25 years) accessed the Drop in Job Club for Youth
- Diversability is providing support to 65 people and their families

SETTLEMENT & COMMUNITY PROGRAMS

Colac - South West Programs

The Colac office has had a busy year working with the local community. In January we were pleased to support the Sudanese community to participate in the Australia Day celebrations at Birregurra. An art display was also part of the event. The Afghan community enjoyed sharing their celebration of Nourouz with the Colac community at the Red Rock Regional Art Gallery in March and in May Citizenship classes took place for the very first time.

Diversitat instigated the Colac Multicultural Network during the year which has brought together service providers and community leaders to discuss needs of local ethnic communities and identify and address barriers to accessing services. The network, which meets monthly, has been very productive with several needs identified developing into projects.

We were delighted to receive funding from GMHBA to engage local ethnic communities in sporting activities. In addition the Australian Communities Foundation has funded us to run a homework club. Both projects will take place in the next financial year.

Humanitarian Settlement Service (HSS)

The HSS program provides the initial supports for refugee arrivals during their first 6 months in Geelong. As you can imagine new arrivals have many questions and face many challenges in adjusting to their new life. The HSS team ensures that clients are
connected to services such as Medicare, Centrelink, the bank, health services and schools. After a period of time in temporary accommodation, new arrivals are assisted to find private rental accommodation so they can really settle into their community.

This year the HSS team has successfully settled 251 people including a large family of 14. Five orientation programs were held providing helpful information to new arrivals so they can start to understand Australian Systems. It's unfortunate that there is so much conflict, persecution and devastation around the world that is forcing people to flee their homes. We see the courage and resilience of these new arrivals every day. In the last year we have welcomed people arriving from Afghanistan, Burma, the Congo, Iraq, Iran, Kuwait, Malaysia, Somalia, Sudan, Syria, Thailand, Tibet and Turkey.

A big thank you to all the agencies that support this program and the real estate agencies who assist us to find suitable housing.

### Case Management Services

The Settlement Services (formerly Settlement Grants Program) Case Work program provides information and referral services to humanitarian entrants during the first five years of settlement. Currently there are over 800 active clients in the program. The long running program has remained steady over the course of the year. 1630 individual consultations were held via a walk in clinic and an appointment service for more complex issues and follow up. The housing volunteer program has been delivered four days per week. It is staffed by very dedicated and skilled volunteers that help to relieve the demand for case work services through responding to accommodation enquiries, a significant proportion of demand in this program. We really appreciate the hard work that these volunteers offer in delivering this program.

There remains a portion of this funding that is allocated to providing a fee free migration service for newly arrived refugee and humanitarian arrivals. Split family visa applications have been the priority of this service for the 2015/16 financial year.

### Family Services

Diversitat was successful in negotiating funding for service delivery in the Barwon Child and Family Services Alliance. This funding was granted in recognition of the increase in new arrivals in the Barwon region, and the corresponding number of referrals for Family Services. A 0.2 EFT Senior Case Manager position was created with this funding, with attached service delivery targets. This funding commenced at the end of the 2015 year, with the position being shared across Senior Case Manager roles in the team. After an initial program development phase, Diversitat Family Services are now delivering services at full capacity and attending the range of alliance meetings to advocate for the Cultural and Linguistically Diverse populations in Geelong.

### HSS CLIENT ARRIVALS

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<td>NUMBER OF CLIENTS AND THEIR ETHNICITY</td>
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Complex Case Support
The Complex Case Support Program has continued to expand as per previous years. There were 21 cases that were active throughout the course of the year. The primary themes in complex case were disability, health, aged care, mental health and parenting. We continue to have a very positive relationship with the Department of Social Services through this program. We have had excellent staff dedication to this very challenging and intensive work over the course of the year. Sally Boal was also seconded to Nauru for a large proportion of the year, with her returning in April.

Diversitat Asylum Seeker Program
The Department of Immigration and Border Protection (DIBP) continues to fund the services for asylum seekers under Status Resolution Support Services (SRSS Program) and it aims to support people seeking to resolve their immigration status. The service, delivered from our Belmont office provides clients with basic case management and assistance depending on their needs. During this period many clients received work rights and started engaging in employment and becoming self-sufficient. Apart from the department funded program, Diversitat Asylum seeker program continues to provide some practical services for our clients as well as the asylum seekers living in Geelong region. Asylum Seeker Food Bank continued to provide culturally appropriate food and this vital support wouldn’t be possible without funding from Shine On Foundation. In addition, we received great support from Second Bite and the general public for additional food donation. We also thank the volunteers who participated in running the program. In next 12 months, Diversitat Asylum seeker program will be increasing its support through the establishment of an Asylum Seeker Drop in centre and the commencement of the Right to Work project, which has been funded by the William Buckland Foundation.

Belmont Oppe Shoppe
The Belmont Oppe Shoppe has been operating for over 30 years, and became a project of Diversitat in April 2016. The Oppe Shoppe serves the local community by providing access to affordable and good quality items, as well as raising funds for the Diversitat Settlement and Community Programs. The shop is a great way for the general public to learn about Diversitat and its programs and get involved. It has been working in partnership with a number of Diversitat programs, providing items to the Aged Care and Stitch sewing programs, and providing placement opportunities to students from Diversitat Youth programs. The shop is a traditional op shop with low prices, and a fun and supportive environment thanks to the tireless work of our fantastic volunteers. Customers regularly comment on the excellent customer service at the store.

The Oppe Shoppe is located at 5/110-120 High St, Belmont (in the carpark behind Subway) and is open between 9.30am-4pm on weekdays, and 10am-2pm on Saturdays. We are accepting clothing, bric a brac, electrical, and haberdashery donations via the donation bins in front of the store.

Equip!
Funded by the Department of Employment under the Empowering Youth Initiative, Diversitat launched an exciting new program in the Geelong region called equip! Aimed at young people (aged 15 to 24 years) from a refugee background, the program is designed to provide participants with some work ready training and then match them to a local industry mentor in a field of work they are interested in pursuing. The program will provide Mentees with advice, guidance and a real insight into their industry of choice as well as providing the Mentors an insight into the cultural background and aspirations of the young person. 52 participants have commenced into the first program and 22 Mentors have committed to equip!
Responsible Gambling
Diversitat has undertaken a number of programs in the financial year that have acted as protective factors to problem gambling. We have conducted community education sessions for a number of community associations, outlining basic gambling information as well as promoting access to services. We attended six community events and provided information to community members in a non-invasive, informal manner, allowing those interested to engage with workers and information as desired. Social inclusion has been enhanced through collaboration with local organisations, leading to engagement in over 150 hours of alternate recreational activities including soccer, netball, Men's Shed and other programs.

Diversitat Netball
Diversitat became an Inclusion NetSetGo! centre at the end of 2015. The vast interest in netball meant that we had enough girls to form two teams at the start of 2016 who are currently playing at the Corio Netball Association (CNA) every Wednesday. With the support of Geelong Connected Communities, Leisure Networks, CNA and some dedicated volunteers, the girls have progressed well across the season with the younger team (9-11 years) winning every game and the older girls (11-15) making it to the semi-final. We are excited to see what the future brings for these budding netballers!

Skills to Empower Driving
Diversitat's Skills to Empower Driving Program continues to equip newly arrived refugees with the skills, knowledge and resources that they need to be safe, competent drivers. The program consists of three core components including a classroom-based education program, a volunteer facilitated practice program and our driving school. The program was awarded the 2015 TAC Towards Zero Safety Award in the Safe People category and continues to be supported by VicRoads and ACFE to develop a community of safe road users in our region.

Refugee Action Program
The new financial year commenced with a weekend to the snow for participants of the Karen and Karenni Parenting Program. The very excited group of families had a great time tobogganing and enjoying snow play. We have had a strong emphasis on building knowledge of Human rights in Australia this year with all communities attending workshops facilitated by the Victorian Equal Opportunity and Human Rights Commission and the Centre for Refugee research from the UNSW. Demand for assistance to gain driving experience with driving mentors and to participate in the citizenship program has remained high throughout the year with waiting lists for both programs. An Afghan men’s conversation group facilitated by COGGs Parenting Service commenced earlier this year. The men meet on a Friday evening for pizza and some very interesting and lively discussions.

Financial Counselling Program
What a big year it’s been for the financial counselling team!
The 2015-2016 financial year saw continued high demand for financial counselling, at times, the waiting time for an appointment stretched to six weeks. More than 5000 case work hours were delivered to 1000 clients over the year with additional support to many more by phone.
The complexity of casework continues to increase; once upon a time, people would present for financial counselling with an electricity bill they couldn’t pay. These issues continue, but many also present with mortgage arrears, family violence issues, gambling issues, and a host of other complex personal circumstances that impact on their financial situation. Additionally, this financial year, the team saw dramatically rising incidence of scams in their casework, and as a result is now working with the ACCC on scoping out a pilot program to support people affected by scams.

Included within our financial counselling service is a problem gambling program, a prison program, financial literacy presentations
for the newly arrived, and a busy Emergency Relief program which assisted 376 individuals this year special thanks our hard-working Emergency Relief Volunteers for their time on this program.

Diversitat undertook a trial project with community service agencies making direct referrals for clients they had seen who experienced crisis for Emergency Relief. The project proved important for providing critical intervention and strengthening relationships with other services and their clients and is something we would like to continue.

We’d like to take the opportunity to acknowledge Diversitat’s employee of the year Julie Barrow who in addition to her case work, was also appointed Chair of the Financial and Consumer Rights Council, which is the financial counselling state peak body.

**Diversability**

Over the past 12 months Diversability has continued to raise awareness of the NDIS (National Disability Insurance Scheme) with newly arrived and established CALD communities and staff provided support to CALD people with disabilities and their families to navigate the disability system and link with the NDIS.

In recognition of Diversability’s success in assisting people from a CALD background to access the NDIS, we were awarded an NDIS grant to trial Diversability’s approach with other ‘hard-to-reach’ groups, including people experiencing homelessness or involved in the criminal justice system. The results of this trial will be available in 2017.

Diversability staff represented the organisation at many speaking engagements in Victoria and Nationally to share their experience of providing a disability service in the NDIS Barwon pilot and to raise awareness of the access and equity barriers facing people with disability from a CALD background.

As an NDIS service provider we have grown greatly. Diversability is providing support to 65 people and their families, 55 of these are from a CALD background. These people are at various stages of NDIS engagement. We now provide support coordination to over 43 clients with NDIS plans, up from 13 just 12 months ago. We expect to see this growth continue. Our clients range in age from 4 to 60, they have 16 different first languages, and 15 different countries of birth. We provide support to clients with a wide variety of needs and circumstances and look forward to this diversity continuing.

**Migration Services**

Diversitat Migration Services have responded to 240 telephone enquiries, conducting 125 initial consultations that resulted in 93 contracts of service. Our core business in both fee and no fee services remains family reunification. Our no fee service supported 6 refugees split from their immediate family member. Thanks to the Shine on Foundation we were able to enhance our services for family reunification through the Refugee and Special Humanitarian Program, by delivering 13 free language specific information session, attended by 148 people. Participants included members of the Afghan, Karen, Karenni, South Sudanese, Congolese, and those from Arabic speaking countries. These were followed up with a free individual consultation for all participants. With a high visa application success rate we have continued to see the reunification of many families this year.

Our outreach services to Colac and Werribee continue to develop, with special thanks to New Hope Foundation (Werribee) for their positive partnership.

**Youth Program**

Around half our refugee client arrivals are young people. Over the year we have worked to develop a range of programs to specifically meet their needs.

Over ninety young people (15-25 years) have accessed the drop in Job Club for Youth that runs at the Diversitat Hub every Tuesday afternoon since it commenced in October last year. Job Club is supported by a team of eight volunteers who provide individualised support assisting young people prepare for and apply for employment.
In partnership with Cotton On's the Common Café, Fifteen young people received Coffee Making Training to increase their employability. We were also pleased to be able to support eighty clients to enjoy various performances at the Arts Centre Melbourne as part of Arts Centre First Call Funds community access program.

Mental Health
Over the past year there has been a marked increase in the number of Mental Health organisations who have requested cultural information and education sessions regarding CALD communities who have arrived as refugees and asylum seekers. At the same time many in those communities also sought information particularly regarding high prevalence mental health problems such as depression and anxiety.

As the demand increased for this support staff have been trained in Mental Health First Aid with this 2 day course now having being delivered to 16 Diversitat bilingual workers and 12 community members from the Karen & Karenni community.

However the focus on early intervention and prevention and the importance of increasing mental health literacy are ongoing challenges for families, communities and staff.

LOOKING AHEAD
Next year we look forward to consolidating our activities and services whilst building new programs to address identified need.

We will be commencing a new program to assist Asylum Seekers on the pathway to work. We will see our first graduates of the Equip! program and we will welcome another 100 refugee families to our community.

A big thank you to our funders, partners, supporters and volunteers. We greatly appreciate your assistance and support. Without your help we would not be able to do the work we do.

Maureen O’Keeffe
Settlement and Community Programs Manager
Diversitat Arts & Events

Diversitat Arts & Events is a key program in strengthening art linkages in Geelong to ensure people from diverse communities are able to participate as arts makers and audiences. With the ongoing arrival of new CALD communities to our region, the Arts program has had a year of dynamic and inspiring projects. Initiatives continue to be developed to ensure cultural groups are supported and have the capacity to showcase their own cultural identity.

HIGHLIGHTS OVER THE PAST 12 MONTHS

- Pako Festa was awarded the Best Regional Event for Victoria, Australian Event Awards
- “40 events to commemorate 40 years” delivery and promotion of 19 events in 5 months
- Delivery of the 34th Pako Festa with the largest crowds on record

EVENTS

Diversitat Pako Festa – A Celebration of Cultural Diversity

We had the opportunity to kick off our 40 year celebrations with the Pako Festa Launch on Thursday 18th February at Deakin Waterfront and the Vision of Italy Exhibition, an incredible collection of works from the Turin, Italy as part of a 10 year partnership with Qualitaly.

On February 27, Pako Festa celebrated its 34th Event with a full day of fantastic fun, music, dance and food. Once again, police estimated attendance numbers to be in excess of 120,000 people throughout the day.

A million thanks goes to the following hard working, passionate and local cultural community groups that make Pako Festa so successful, who either paraded down the street, cooked delicious food and performed their hearts out! Afghan, Bosnian, Chinese, Croatian, Congolese, Dutch, Filipino, French, Greek, Hazara, Hungarian, Indonesian, Iranian, Irish, Italian, Indian, Karen, Karrakinyi, Liberian, Lithuanian, Macedonian, Malay, Maori, Nepalese, Polish, Scottish, Serbian, Slovenian, Spanish, Sudanese, Ukrainian and Wathaurong Communities together in harmony.

Diversitat would like thank all the event staff, sponsors, and event contractors, hardworking Volunteers, Pakington Street Traders, the Geelong Community and all the people from far and wide who joined us in this extraordinary celebration of our cultural diversity. A special thanks to our Major Event Sponsors; Office of Multicultural Affairs and Citizenship (OMAC), City of Greater Geelong – Geelong Major Events, Victorian Multicultural Commission and Channel 7 for their ongoing support!

Geelong After Dark

The 2016 event was a huge success with over 15,000 people attending resulting in 25,566 visits to individual GAD locations in Central Geelong with the M~M Ceremony Gathering of the City: Geelong Connected Communities being a major highlight. The programme involved a total of 273 artists and around 56 art works were created specifically for the 2016 event, guiding
audiences on a creative discovery of the CBD. Important partnerships continue to be fostered and based on the success of pass
events we saw an number of new venues engaged, in particular in little Malop street.
Ultimately the event creates a new platform and opportunity to showcase the important diversity, creativity and innovation of
artistic expression we have in our region and how this can bring about social change in our community.
The City of Greater Geelong initiated GAD as a sister event for M~M2014: Geelong's 24hr Extreme Arts Walk.
Diversitat continues to partner with COGG as Creative Producers of GAD.

Refugee Week 2015
Diversitat presented a number of events to Commemorate Refugee Week in June 2016. There was a number of highlight events
starting with a Photographic Exhibition My Place My Home My Family at the Geelong Regional Library and Heritage Centre,
which was on show until the end of July. This project allowed newly arrived community members to learn new skills and reflect on
their own personal journey to Geelong a place they now call home. In addition to the project there was a remount of Streetface 5
below is an image out of the 10 images that were on display around Geelong commemorating Refugee Week. Both projects were
presented in partnership with City of Greater Geelong.
Diversitat completed the week with a Refugee Dinner hosted at Geelong College Dining Hall with over 120 people enjoying a
night of culturally inspired catering and entertainment. This project was supported by Office of Multicultural Affairs and Citizenship
(OMAC) and the Victorian Multicultural Commission (VMC).

DIVERSITAT ARTS PROGRAMS
Diversitat Arts proudly blends Community, Art and Culture and has contributed to the vibrancy of our region in many ways. We
have a number of programs that service many areas of our community from specialised short courses, arts based projects with
cultural communities plus the development of a social enterprise that supports local artisans/makers and members from our
ethnic communities to sell their products.

Sewing Program at the HUB and Stitch
The Stitch Sewing Program is funded through the Adult Community and Further Education (ACFE) program and supported by
the Arts Unit and the Training Department. The program was born out of our Craft Circle Program in 2013 and today continues
to promote and inspire tolerance between cultures through creative and sustainable means. This cross-cultural group of women
welcome the opportunity to participate in the program and are the main beneficiaries promoting cultural craft, sewing and altering
culturally infused clothing and general clothing. The sewing program attracted over 60 women over the past twelve months from 11
different ethnicities.
Stitch which is the social enterprise side of the program allows us to sell products created out of the program with proceeds going
directly to the women involved. The program was awarded an innovation grant from ACFE to ensure the enterprise can grow and
become sustainable in the future.
Thank you to the following business and individuals for your important donations during the year:
Heights Sewing Centre, Spotlight Geelong, Diversitat Oppe Shoppe, Pearly Gates Op Shop Leopold, and individuals, Trina Secen,
Mali Khoo Mortezaie, An Heremans, Ruth Trethewie, Patrick O'Bryan, Heather Macafee, and several anonymous donors.
Craft Circle
The craft circle has a good core group of attendees who meet every Saturday at Wholefoods and includes Local Artisans who regularly supply Wholefoods with craft items for sale. Members join us from time to time, especially for our monthly specialist workshops. We have held a wide variety of craft specialist workshops on a Saturday afternoon and these often attract new members to the group.

Kuloo Arts Karen and Karenni Weavers: in partnership with Diversitat Aged Support Services
A trial Aged Support program held last year revealed that several Karen men had remarkable basket weaving skills. It was a simple step to expand the existing women's weaving group into the 'Kuloo Arts' group to include the men, offering longer hours of socializing, enjoyment of regular outings and various arts activities.

The group has seen increased recognition of its fabric and basket weaving work through exhibitions and markets in Geelong and Colac and was featured in a short news item on SBS world news. The Kuloo Arts Karen and Karenni Weavers program meets weekly and is indebted to the Geelong Spanish Association for the use of their club rooms and facilities in Norlane.

MOVING FORWARD
I look forward to wrapping up our 40 year celebrations, ending with a 40th Birthday Party at the Northern Community HUB in December for all Diversitat Staff and our affiliated communities.

Pako Festa 2017 will be our 35th event, “Discover Food of the World” is the theme and we hope to offer the greatest diversity of food the event has seen in its history. We will also explore the past and bring to the forefront some old imagery to celebrate 35 year history.

Finally the Arts team are really excited about the expansion of the Stitch Enterprise and most importantly the incredible opportunity to have staff assigned to focus on product development and merchandising. I can't wait to see the next line of products to be born!

Luisa La Fornara
Arts & Events Manager
Diversitat Aged Support

Diversitat Aged Support Services promotes independence for older people from culturally diverse backgrounds by providing support and socialisation opportunities. Carers can have a chance to relax or participate in activities of their own while knowing that their loved one is in good hands.

HIGHLIGHTS OVER THE PAST 12 MONTHS

- Funding for our new Healthy Living Centre
- Aged Support’s Great Tomato Competition
- Mr Bill’s Art Exhibition Opening: Friday 6th May
- A Year To Remember November 2015 – Berkeley Lodge
- KuLoo Arts – Karen and Karenni Weavers on SBS World News

Funding for our new centre!

Our plans are exciting and motivating for our team and clients alike. Our social support services will move into our new centre next year - the culmination of a lot of hard work by many people at Diversitat over many years. A heartfelt thank you to all those who have supported that journey.

Aged Support’s Great Tomato Competition: Tuesday 9th February 2016.

The sun was out, and we got to enjoy our lovely garden to its full potential. Our clients had a ball; it was a lovely and fun atmosphere. All of Diversitat was invited to put their tomatoes up for judging.

Congratulations to the winners: Trajce Kitanovski, Bogdan Dimitrovski (Mr Bill), Paulina Krstevski, Vanco Krstevski, Polly Musgrove and Jo Hargreaves.

A massive thank you to all who were involved: the competitors, the Judges - Julie Hope, Tom Van Etten, Paul Buttigieg, and our very own Elena Timpani. Thanks to Geoff Hicks for giving us someone to throw sloppy overripe tomatoes at and in so doing honour the great cultural traditions of Italy and Spain. To the prize suppliers - thank you for your very generous prize donations. Bunnings, North Geelong and Faggs Mitre 10, South Geelong, we are truly grateful. Pulse TV – It was wonderful to have you along to film the day’s events. Watch it on You Tube. (See link on side bar).

Tomato comp will be back next year so plant your tomatoes now!!

Mr Bill’s Art Exhibition Opening: Friday 6th May.

This was an 80th birthday celebration combined with an Art Opening, for our client and friend Mr Bogdan Dimitrovski, aka Mr Bill. More than 15 elaborate concrete and wooden sculptures were exhibited in our garden, along with biographies explaining how each
A Year To Remember November 2015

Berkeley Lodge. Clients, carers and staff enjoyed a beautiful night out at the reception centre with a delicious meal. Music, wine, dancing and a film of our successful year was enjoyed by all.

The evening also pauses to remember friends we have lost over the year.

A symbolic lighting of a candle, this year by Francesco Isgro, as one of our elders, is a profoundly moving part of the evening. This special evening event continues to be a favourite for many people.

OUR PROGRAMS

Geelong Active Diverse Seniors Program (GADS)

The GADS high needs program focus is to promote the social connection of older people from culturally diverse backgrounds by providing group social support. The Active Service Model provides a strong foundation for the Home and Community Care and the Commonwealth Home Support Programs. Our aim is to support older people to live as independently and autonomously as possible. The program emphasises person centred care, which enables clients to control decision making, design their individual support plan, and acknowledges that we are all social beings and we exist best in relationships with others. Our focus is to respect the rights of the person and their families and for us to provide meaningful, engaging activities that value and celebrate a person’s individuality and strengths. Our activities support wellness through physical and mental stimulation whilst maintaining dignity and sense of self-worth.

We are trialling new programs, venues, and funding sources to entice new clients to our programs while refining our service to supply quality support to vulnerable and/or frail older people. Part of remodelling our service is to encourage a deeper exploration of artistic forms of self-expression. Dance, art, craft, music, writing, gardening and decoration are all examples of this pathway. Art, over laid with culture, illicits exciting shapes and textures for the future direction of Aged Support.

Diversitat Aged Support Access and Support Worker

Changes from HACC to joint HACC and CHSP has allowed Aged Support to be accessible via My Aged Care, the new portal for accessing Commonwealth Home Support Programs across Australia.

Access and Support provides approximately 21 hours of support per week to CALD clients in the City of Greater Geelong and Barwon South West Region. Clients have been assisted in accessing Centrelink services, Aged Care services including residential care, assisted with finding appropriate housing, NDIS and other disability services.

Lao/Thai Community Care Inc. program has joined the Diversitat community after assisting in cleaning up the Clarence Street Aged Support garden. They continue to work in the Peace Garden at the Hub.

Heidi Cavill
BSW HACC Diversity Planning & Practice

In September 2015, Home and Community Care (HACC) funded agencies that provide direct services to HACC eligible people were required to review their agency’s 2014-2015 diversity plan, to develop and submit a HACC diversity plan (including a population planning spreadsheet) for 2015-2016 to the Department of Health and Human Services (DHHS).

To support HACC agencies in their diversity planning, DHHS developed and distributed to the sector a bulletin on HACC diversity planning and practice priorities for 2015-2016 (September 2015). Also, each DHHS region developed a diversity plan with priorities relevant to the region. Within the 2015-2016 planning cycle: thirty-eight (38) or ninety-five percent (95%) of Barwon-South West (BSW) region’s forty (40) organisations submitted a HACC diversity plan.

Evening of Diversity

An ‘Evening of Diversity’ dinner was held on June 1st, at Diversitat’s Northern Community Hub. The evening was hosted by Diversitat and held to acknowledge Reconciliation Week. The evening featured an Aboriginal focus, with guests of honour, Wathaurong Aboriginal Cooperative whilst acknowledging the broader needs and challenges of other diverse client groups within Geelong’s community. Invited guests included CEO’s, VIP’s and upper managers of HACC organisations for an evening that provided an insight into the important benefits that Diversity Planning and Practice can bring to the Home and Community Care service system.

Forums and Training this year included an At Risk of Homelessness forum and four sessions of the Virtual Dementia experience – Alzheimer’s Australia.

Geoff Hicks

Friday Meals Program: 2nd Friday of each month at Aged Support

The Friday Meals Program has focused on cultural themed meals in 2016 - Aussie, Greek, Mexican, Indian, Italian, Ukrainian, Macedonian, and Spanish. We have had beautiful meals prepared by our own staff and volunteers from various communities, such as: The Men’s Kitchen, Greek, Ukrainian and Macedonian community members. These special meal days at the centre are a lovely way for our staff and clients to socialise together, and form meaningful relationships. There is always much laughter and chitchat over lunch, creating a genuine homely atmosphere.

Café Style Support Program

Café Style Support Program is a DHHS/CHSP block funded support program, ran by Diversitat Aged Support. Two group meetings monthly for 2 - 3 hours at a time, over a six month period. The aims:

- To provide clients with a positive social experience that supports emotional wellbeing.
- To facilitate the development of social connections with people in similar circumstances.
- To provide clients with health and service information relevant to them and that supports the care relationship.
- To develop clients’ confidence to engage with the formal service system.

The target groups were elderly Macedonian people, and elderly Spanish people from the Geelong region. The groups were open to carers, care recipients, and the elderly people living alone. A total of 74 clients received this service. Each month included a guest speaker with interpreter, a lunch at a local restaurant and often a bus trip. The speakers were chosen based on the results of surveys given to the clients, both before the sessions began, and midway through the six month program.
They included representatives from:

- Alzheimer’s Australia – ‘How to Reduce Your Risk of Dementia – CALD.’
- Centrelink – Carers’ Entitlements.
- Barwon Health – Aged Care Assessment Service – The assessment process and the supports available to stay at home.
- Diversitat Aged Support Services – Types of day programs available, Access and Support
- Multicultural Aged Care Services – How to access residential services and how the costs are calculated.

OR

- Strength and Balance Program practitioner – an introduction to how these classes can reduce falls.

Most of the presentations were held at either the Macedonian or Spanish clubs before heading off for lunch. The Diversitat Aged Support presentation was held at Diversitat’s Northern Community Hub – the site of the future Healthy Living Centre. Lunches were held at or catered by The Wharf Shed Café, The Leopold Sporting Club, Diversitat Wholefoods Café, and Zdrava Hrana Catering.

Transport from the clients’ Cultural Clubs to and from the cafes was provided by CDC Charter Bus Service.

Overall the outcomes and targets for the program were extremely successful and was a best practice example of the model. The program is funded for the next three years.

**AGED SUPPORT TEAM**

Our team at Aged Support truly are fabulous. They embody the Vision, Mission and Values of the organization. Everyone goes the extra mile and half, takes risks, tries new things and takes our duty of care to clients seriously. I include here our superb volunteers, student placements and Work 4 the Dole participants. Bravo !!!

Thank you and goodbye to Cas Anderson and Baw Mu Daw Gay. We appreciate your invaluable contribution to our programs. We wish you well. Congratulations to Ivana Vlahovic and family for the addition of little Natalie, it’s beautiful to see you when you visit and much appreciated by clients and staff alike.

The next year will be challenging, changing and exciting. We are all up for it!!!

Robyn Martinez
Manager
Training and Education

At Diversitat Training we are committed to helping our students achieve their best and in doing so, our students can enhance their career path and future employment prospects. Our qualifications are nationally recognised by employers across Australia and delivered by trainers who are all industry skilled and trained.

Diversitat Youth

As well as offering a large range of vocational education and training, Diversitat Youth has now merged with Training and continues to offer the Victorian Certificate of Applied Learning (Diversitat Youth VCAL) and a highly distinguished School-based Apprenticeship and Traineeship (SbAT) Program. Diversitat Training are leaders in community services training and working with people who have experienced barriers to education.

HIGHLIGHTS OVER THE PAST 12 MONTHS

• Diversitat Youth Services merged with the Training department
• The inclusion of pathway planning for our students to ensure that they make informed decisions
• We received an innovation in disability award for the Volunteering Geelong Step to Step disability mentoring program
• The Safe Driving Program (ACFE) was a finalist in the 2016 Learn Local Awards in the AMES Australia Diversity Innovation Award
• First School-based Apprenticeship and Traineeship (SbAT) graduation ceremony

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1922 TOTAL ENROLMENTS ACROSS ALL TRAINING
65% DIVERSITAT TRAINING STUDENTS BORN OVERSEAS
23% STUDENTS HAVE A DISABILITY
69% STUDENTS ARE FEMALE
33% STUDENTS HAVE PRIOR FURTHER EDUCATION
49% STUDENTS HAVE A FEE EXEMPTION

19% 20-24
2% 25-29
18% 30-34
2% 35-39
10% 40-44
10% 45-49
9% 50-54
7% 55-59
6% 60-64
1% 70+
PROGRAMS

Training
There were many successes across the department throughout the year. The major driver of these successes was the move away from the traditional twice a year intakes to commencing courses every month. We also continued our competitive pricing strategy which ensured our students were able to access training at affordable prices.

Our concentration on our area of expertise, Community Services, resulted in an increase in student numbers across all delivery modes and across all qualifications with a high demand in our Certificate IV Alcohol and Other Drugs/Mental Health, Certificate IV in Community Services and Certificate IV in Education Support versus previous years.

A highlight of the year was our partnership with the Victorian Institute of Coaching and Counselling which resulted in us delivering qualifications in Diploma of Counselling and Diploma of Community services to over 200 students in Geelong, Melbourne, Ballarat and Gippsland.

School-based Apprenticeships and Traineeships (SbAT)
Our School-based Apprenticeship and Traineeship (SbAT) program has been a great success with 22 students returning from 2015. We had 129 students graduate from the SbAT program at the end of 2015. Our Community Services and Health Services courses were the most popular choice with 60% of students undertaking study in this area.

DisAbility Programs
We've had a successful year with the DisAbility Programs with genuine outcomes for students entering into the workplace in either paid or voluntary work. A key highlight for the year was the successful growth of the Certificate I in Work Education and Transition Education programs in partnership with Leisure Networks. Students have had successful work placement local Geelong businesses' with some students staying on in a volunteer role. Excursions to Science Works, the Geelong Library and hands on classroom activities have played a major part in the success of this program giving the student life skills for independent living.

Youth Sweet/Xpress & Young Parents
Diversitat Youth Education Programs are designed to support the most marginal of young people within the broader Geelong Community. The young people who come to us have had significant barriers to completing their education, such as homelessness, drug addiction and mental health issues. These barriers have led to each having an extensive history of poor school attendance and non-completion of school programs.

Our Youth Programs comprise two streams of VCAL (the Victorian Certificate of Applied Learning), which we call Sweet & Xpress. We also continue to offer our ground-breaking ‘Young Parents Program’ in which students can attend, with their infants, to continue or in some cases begin, their senior schooling. Although small in numbers, the Young Parents Program is one of the most effective tools available to support young parents into a qualification during their child's early years. It is a program we are very proud of.

At Diversitat, both the Sweet and the Express programs offer senior and accredited VCAL programs at the Foundation and Intermediate levels. For students who aspire to the final senior level of VCAL we would make a supported transition for them into a mainstream school. In 2015-2016 we enrolled 76 students in Foundation VCAL and a further 19 in Intermediate VCAL, for a total of 95 students. Of those, 73 students remain active in our programs (59 Foundation & 14 Intermediate VCAL students). This is an almost 77% retention rate. Keeping in mind the challenging cohort of enrolments who have not been able to stay the course at mainstream schools, this is a figure Diversitat youth and the broader Diversitat organisation can be very proud of.
This excellent outcome could not have been possible without the intensive and focused professional input of the whole Youth Team, the support and direction of the Diversitat Management team and unstinting support of our volunteers. Our thanks go out to them all.

Youth - You Turn Trade
This year the You Turn Program offered a Work Education program, Certificate I in Automotive, as well as several ACFE based programs including the very successful Try a Trade. We had students coming from all over the Geelong region and have worked closely with the Youth Justice department to reengage students back into hands-on learning pathways. The Try a Trade program saw students make slide boards for the Barwon Valley school including a ramp for the school’s students to enjoy. Many projects have been undertaken through the program this year including making metal shields in the panel and paint area, Mad Max hot rod inspirations in the auto area and deck chairs and coffee tables in the carpentry area. Also students have been involved in an art project to decorate a shipping container at the site.

English as an Additional Language (EAL) and Adult Migrant English Program (AMEP)
Our English as an Additional Language (EAL) and Adult Migrant English Program (AMEP) programs are accredited courses funded by the Federal and Victorian governments that are designed to meet the specific needs of our Culturally and Linguistically Diverse (CALD) learners. Our programs aim to assist our learners to achieve successful settlement in Australia and increase English language and literacy skills. Our programs are largely focused on social participation, economic wellbeing, personal wellbeing, independence, life satisfaction and being connected to the community.

We have many learners from a variety of backgrounds, ages, and educational experiences. As not all learners will achieve the modules in the same period of time, learners are placed in classes to suit their learning pace.

In 2015/16 we had over 559 enrolments into our accredited AMEP/EAL courses. This was a significant increase in students from 2014/15. Many of our learners are refugees that have resettled in Geelong, looking to gain a fresh start in life after escaping the traumas of their homelands.

Another program that was run using AMEP funding was the Settlement Language Pathways to Employment and Training (SLPET) course. It was a 10 week course with 12 students attending. Students learned about work in Australia, resumes and cover letters, and the language of employment. This SLPET course had a focus on Community Services, so the students benefited from working with a Community Services trainer, and they also visited aged care and childcare centres.
Home Tutor Scheme
We have learners who face challenges that prevent them from attending English classes, so we also have an Adult Migrant English Program (AMEP) funded Volunteer Tutor program. The program enables us to match learners with tutors who work with the learner one-on-one to gain language and literacy skills. We have a highly skilled and dedicated team of volunteers who work closely with their students to build appropriate pathways, whether it be further study, employment or participation in the community.

Recruitment to the Volunteer Home Tutor program has gone well this year. This has been helped by more targeted use of Facebook advertising and a change to the frequency of the information sessions. In total 71 new volunteers completed our five week training program which focuses on the basics of teaching English as a foreign language and includes a session on cross-cultural awareness and communication.

In the reporting period 01/07/2015 to 30/06/2016 there were 94 volunteer-student matches. There are currently about 65 active tutors going into clients homes every week to provide English tuition.

In early 2016 one of our tutors started conversation classes on a Wednesday evening at The Hub. This has been attended mostly by Afghan males who are unable to attend classes or commit to a Home Tutor due to work. This has proved very successful and is now also running on a Monday evening with additional volunteer tutors recruited.

An "All Nations End of the Year Dinner" was held in December 2015 to show appreciation to volunteers and students for their hard work throughout 2015. Another All Nations Dinner is planned for December 2016.

Geelong Institute Australia (GIA)
Geelong Institute Australia (GIA) was set up and launched along with a new website. We attended trade shows in China and Korea to help promote GIA as well as generating contacts with agents who can direct students to our campus. Currently GIA offers international students qualifications in Leadership & Management and Marketing. Students can also participate in our English as an Additional Language classes.

Adult, Community Further Education (ACFE)
Over the past 12 months our ACFE pre-accredited programs have continued to grow and we have increased the number of student contact hours delivered. We have designed programs specific to the needs of disadvantaged and CALD learners and this year has seen the design and implementation of a leadership development course for CALD employees in partnership with the Australian Lamb Company in Colac. In addition to the development of a money management course for students with disabilities to assist with individual budgeting plans and to encourage financial independence. We are developing a number of specific informal English language courses to meet the needs of refugees unable to undertake the accredited English language qualifications. We are participating in a Learn Local Organisations Innovation and Design project to assist with the development of ACFE courses which meet specific industry and learner needs.

MOVING FORWARD
The 2017 financial year, like many before it, will bring many challenges in respect of the sustainability and growth of the Training department. Our main source of funding, the Victorian Training Guarantee (VTG) will be replaced by a new funding model, Skills First. Also there will be new contracts in place for AMEP and ACFE. Therefore we will be remodelling our business offering in line with the new requirements of all of these contracts, subject to being offered them.
In closing I would like to thank all of the team involved in making 2016 such a great success. Our department is very much a massive jigsaw made up of lots of pieces and we are very fortunate to have the dedicated teaching staff spearheading our services very much supported by a great cast of team leaders, administrators, enrolment team, receptionists, resource development team, quality and compliance team, business development/marketing, and finally our very positive management team. I would also like to express my gratitude to Michael and the rest of the senior management team for their continued support of Training.

Next year is shaping up to be a very positive year for the department and I look forward to working with all of the team to enjoy building further on the success of this year

Garry Gow
Manager, Training & Education

Diversitat Training acknowledges the support of the Victorian Government.
The Adult Migrant English Program (AMEP) is funded by the Australian Government Department of Education and Training.
94.7 The Pulse

Offering more than 70 different radio programs in 18 different languages and two 30 minute television programs a week makes for a hectic demanding schedule that is proudly met every week by all contributors. Added to this hectic weekly schedule is an extensive list of outside broadcasting events in all different sectors of the community including regular GDFL games, fortnightly Torquay broadcasts and the 2016 federal election political debates. The staff, 170 volunteers, School Based Apprentice Traineeships (SBATs), University Interns, Work Experience students and Work for the Dole Participants have all enthusiastically been working to deliver diverse radio and television to Geelong and the wider world.

The Pulse building remains a thriving hub that acts as meeting space for community groups and organisations, houses the ABC Geelong regional office and the busy studios for Pulse media productions. Over 400 students attended classes weekly at the Pulse studying various courses from English as a Second Language (ESL) through to radio broadcasting and First Aid courses, numerous school students, community organisations, alongside business people and politicians (local, state and federal) regularly visit the Pulse to discuss the important issues in our community and the world.

The Pulse www.947thepulse.com website is becoming ever more popular including video highlights of Pulse Television stories, recent podcasts, local news updates, regularly social media tweets and relevant information about general going on all at the Pulse. Live streaming is accessed by people in over 125 different countries around the world.

Outside broadcast in the last year have included Geelong’s first ever 100% solar power broadcast from the Geelong Sustainable living festival Fortnightly Torquay Broadcasts; weekly GDFL football; Pako Festa the Aireys Inlet Open Music Festival; Motor City Music festival; Amy Gillet Grand Fondo bike ride; Pumpkin Festival and G21 Forum.

Another program from the Pulse ‘The fishing show’ was selected by the Community Radio Network (CRN) to be broadcasted, alongside other Pulse programs ‘behind the Music’ and ‘Hot, Sweet and Jazzy’ Australia wide weekly. While multicultural members of our community tune in weekly to our Karen, Persian, Lithuanian, Serbian, Chinese, Russian, Bosnian, South African, Macedonian, Filipino, Indonesian, Croatian, French, South Sudanese and Afghan programs.

None of this would be possible without all the hard working staff, students and volunteers who have given up countless weekends and late nights to plan, produce and deliver the most diverse range of programming found on community radio and community television. Special thanks also goes to the Pulse Board Members, loyal listening public, subscribers and business supporters who all help to ensure 94.7 The Pulse remains a truly unique community media based institution.

Leo Renkin
On behalf of 94.7 the Pulse team and volunteers
**Wholefoods**

We are a community-based, “healthy alternative” café, shop and catering service and bulk supplier of certified-organic fruit, vegetables and groceries. Wholefoods offers a broad product range to suit people with special dietary needs, and environmentally-friendly cleaning and domestic products. We are proud to promote locally hand made products from a number of our community programs and local artisans, so pop in to purchase a unique gift and support our local communities. We have a dedicated arts space and run short courses.

The transition to our new location in Mercer Street brings with it the opportunity to refresh and re-ignite the Diversitat Wholefoods brand. With a fresh logo and plan to attract new customers as well as retain our loyal following, the move to our location will be a big job with big rewards.

**HIGHLIGHTS OVER THE PAST 12 MONTHS**

- Cooking Workshops
- Food of the World Festival
- Volunteers and Work for the Dole
- Transition to a new location

**Cooking Workshops**

The Cultural Cuisine workshops allow participants to learn the art of cooking from local representatives from our diverse community, then sit down and enjoy the meal they have prepared together. This program complements existing activities associated with Wholefoods while at the same time encouraging our local Culturally and Linguistically Diverse (CALD) affiliated communities to utilize these programs in order to learn new skills, access positive volunteer experiences, identify training opportunities and develop potential income streams for their own communities.

Individuals from the following communities participated in this program and were also invited back to take part in Food of the World: Brazilian, Indian, Iranian, Italian, Moroccan inspired workshops as well as a Wholefoods Vegan/Gluten Free Workshop with over 60 people participating.

**Food of the world**

Wholefoods Food of the World Festival once again transformed a CBD alley way on Friday the 5th December from 6pm into a global treasure creating a new outside café/alfresco dining. A diversity of fine cuisine from around the world, live music and dance transformed the lane way to life alongside stunning displays of local fresh produce, art and craft from participating communities.
Volunteers and Work for the Dole

Wholefoods has always had a great volunteer base with over 20 people per year from a diversity of backgrounds supporting daily activities and a number of events. We have been really fortunate to have had a number of volunteers that continue to support us on an ongoing bases. We will be reviewing our volunteer program to offer additional benefits in our new location in 2017.

TRANSITION TO A NEW LOCATION – LOOKING FORWARD.

With notice to vacate given from the landlords at our current Baylie Place location, much planning and consideration has been given to find an appropriate new home for Wholefoods. A spectacular new site has been purchased at Mercer St on the Geelong CBD fringe, in close proximity to the thriving Deakin University, Gordon Tafe and Geelong station. The Mercer St site is also a popular thoroughfare for city workers on their daily commute to work and will become the go to wellbeing and diversity hub for the Geelong and surrounding communities. Renovations of the site are currently under way, and the space will encompass a café, retail shop, workshop space and multi-purpose room available for internal use and external hire upstairs.

The transition to our new location brings with it the opportunity to refresh and re-ignite the Wholefoods brand. With a fresh logo and plan to attract new customers as well as retain our loyal following the move to our location will be a big job with big rewards.

Finally, a special thank you goes to the Wholefoods team Managed by Christina La Fornara and Elissa Holloway (from March 2016), for their dedication and shared vision in establishing Wholefoods as a thriving social community enterprise. Most importantly thank you to all our committed volunteers!

Call in and enjoy some of the best, nutritious and affordable food in Geelong and introduce yourself to the Wholefoods Team.
People & Organisational Development (POD)

Human Resources was rebranded in September 2015 to People and Organisational Development (POD), which includes value added functions such as employee engagement, leadership, training & development and change management etc. Which are a welcome introduction in the POD rebranding.

HIGHLIGHTS OVER THE PAST 12 MONTHS

For the past 12 months, the function has been working on two levels, ensuring sound and effective administrative and operational processes and information, and adding new programs in order to develop our staff and continue to provide a positive and supportive working environment with opportunities for departments to work together. Welcome to Daniel Psimaris who joined the function as a People and Organisational Development Administrator.

LOOKING FORWARD

- Diversitat has purchased a new Human Resource Information System which will help to maximise access to information.
- Diversitat will launch an internal Mentoring program sharing experience and expertise across departments.
- The Employee Assistance Program now includes access to educational sessions on health and wellbeing, in addition to the individual sessions.
- Diversitat will be offering further staff development opportunities including Cultural Intelligence, Leadership and Management courses.

NEW STAFF

- 68 NEW STAFF
- 264 TOTAL STAFF
- 75% FEMALE EMPLOYEES
- 51 STAFF ATTENDED SIX ORIENTATION DAYS
- 7 NEW CONTACT OFFICERS, ONE NEW OH&S REPRESENTATIVE
- 168 STAFF ATTENDED NINE BULLYING & HARASSMENT WORKSHOPS
- 112 STAFF ATTENDED ALL STAFF MEETING

Staff at the Northern Community Hub

Geelong West staff

9 dogs participated in bring your dog to work day
Projects Department

Corporate Projects has had an extremely busy year, securing funding for various planned ventures within the organisation. The most important was the announcement of $1 million from the National Stronger Regions Fund to go towards the Healthy Living Centre to be located at the Northern Community Hub site, the purchase of the new Wholefoods premise in Mercer St, Geelong, part funding confirmed for the extension of the Women’s Shed at the Hub, and other smaller grants for Youth Services, the Hope Garden and Training.

HIGHLIGHTS OF THE PAST 12 MONTHS

Funding
- The Healthy Living Centre received funding of $1 million from the National Stronger Regions Fund, Dept of Infrastructure and Regional Development and $30,000 from the Dawn Wade Foundation
- Women’s Shed extension received funding of $20,000 from the Stronger Communities Program, Victorian Government
- Youth Services/Hub Garde received funding of $5,500 from the Stronger Communities Program, Victorian Government

Other Highlights
- Completion of:
  - Hope Garden visit by Costa Georgiadis from Costa’s Garden Odyssey
  - Healthy Living Centre Design
  - Women’s Shed extension design
  - Wholefoods new design
  - Northern Community Hub expansion design

Healthy Living Centre
With the Healthy Living Centre funding now secured and the design complete the centre is ready to start construction in late 2016. The design brief was to create a facility with a homely like atmosphere that older CALD groups would feel comfortable visiting. The new stand-alone Healthy Living Centre will provide 5 activity rooms, 2 meeting spaces, an open plan kitchen and dining facility, 2 internal courtyard/breakout spaces, an second level staff office area and a large private garden with their own Bocce court. The centre has the capacity to run planned activity groups for up to 120+ people per day. As an NDIS provider to the older CALD groups the centre is purpose built to cater for people with disabilities. It will be located on the Northern Community Hub.
(NCH) site and will link in with these services sharing resources & increasing capacity for service delivery. We expect the facility to be completed by July 2017 with an opening in August 2017.

Project Revamp also continued to expand throughout the organisation with all departments now having access to a Client Management System and after much research and review a new HR Information System has been chosen which will be rolled out at the end of 2016.

**PLANS FOR THE NEXT 12 MONTHS 'LOOKING FORWARD’**

- Building of the Healthy Living Centre
- Opening of the new Wholefoods Pantry and Kitchen
- Secure funding for the Northern Community Hub extension
- Implementation of the Human Resource Information System – Affinity

**Bridgette Carey**
Manager Projects
### Finance

Income statement for the year ended 30 June, 2016

<table>
<thead>
<tr>
<th>Extract from Diversitat Annual Financial Statements</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue from ordinary activities</td>
<td>14,920,862</td>
<td>17,043,585</td>
</tr>
<tr>
<td>Employee benefits expense</td>
<td>(10,243,172)</td>
<td>(10,400,205)</td>
</tr>
<tr>
<td>Depreciation</td>
<td>(444,647)</td>
<td>(563,168)</td>
</tr>
<tr>
<td>Operating lease expense</td>
<td>(348,994)</td>
<td>(361,805)</td>
</tr>
<tr>
<td>Seminars expense</td>
<td>(38,922)</td>
<td>(34,163)</td>
</tr>
<tr>
<td>Borrowing Cost expense</td>
<td>(93,419)</td>
<td>(130,599)</td>
</tr>
<tr>
<td>Other expenses from ordinary activities</td>
<td>(3,698,200)</td>
<td>(5,191,248)</td>
</tr>
<tr>
<td><strong>Operating surplus from ordinary activities</strong></td>
<td><strong>53,508</strong></td>
<td><strong>362,397</strong></td>
</tr>
</tbody>
</table>

The complete financial statements including notes and auditor’s report are available from the Diversitat Finance department at Geelong West Town Hall, 153 Pakington Street, Geelong West.

**Brian McMahon; C.P.A**  
Financial Controller
Thank You

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Aim Hire
Airleys Open Mic Music Festival
Air Radiators
Alzheimer’s Australia (Vic) Geelong Branch
Andrew Thornton (Thorton Industries)
Araluen
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Arden Victoria
Australian Lamb Colac
Australian Muslim Women’s Centre for Human Rights
Bannockburn Aged Care Facility
Barandeb Enterprises
Barwon Coast
Barwon Community Legal Centre
Barwon Legal Service
Barwon Prison
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Bellarine Secondary College
Belmont Rotary Club
Bethany Community Support Inc
Betta Electrical
Barwon Health
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Barwon Health – Refugee Health Nurse
Barwon Regional Aged Care Assessment Service
Barwon Youth
Barwon Water
Batforce
Bethany
BEST
Bike Safe Geelong
Blairlogie
Boatcatch
Boomerang Nurseries
Boral
Borough of Queenscliff - Aged Care & Disability Services
Breastscreen Victoria
Brentwood Aged Care Facility
Bunnings - North Geelong
Burson Auto Parts
Burke and Beyond
Carer Respite Barwon
Centre Against Sexual Assault
Centre for Culture Ethnicity and Health
Centrelink
CFA Geelong
Channel Seven Melbourne
Channel 31 Geelong & Melbourne
Child FIRST
Christine Couzens MP Member for Geelong
Chris and Sue Mackey
Chris Mackey Psychology
Christian College
Christopher Szaday
Clonard College
Clyde Park
Codeacious
CoGG – Aged & Disability Services
CoGG – Arts & Culture Unit
CoGG – Community Development Unit
CoGG – Geelong Major Events
CoGG - Youth Development Unit, Local Cooinda Hill
Committee for Geelong
Consumer Affairs Victoria
Cotton On Foundation
Colac Neighbourhood House
Colac Otway Shire
Colac Otway Shire - Community Development
Colac Otway Shire - Family Services Development
Colac Otway Shire - Older People and Ability Support
Corio Bay Cricket and Sports Club
Corio Bay Rotary Club
Corio Waste Management
Cottage By The Sea - Queenscliff
Cotton On Foundation
Coulter Roache Lawyers
Courthouse Youth Arts
Dal Wild Architects
Davidsons Accounting
Dawn Wade Foundation
Davidsons
Day and Night Pharmacy
Deakin Medical Students
Deakin University
Dept. of Education
Dept. of Health and Human Services (HACC)
Dept. of Human Services Youth Justice
Dept of Immigration & Border Protection
Dept. of Justice (Represented by Consumer Affairs Victoria)
Department of Premier and Cabinet
Dept. of Transport, Planning and Local Infrastructure
Dept. of Infrastructure and Regional Development
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Vic Group Training
VICC
Vic Health
VicRoads
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Victorian Curriculum & Assessment Authority
Victorian Legal Aid
Victorian Multicultural Commission
Victorian Transcultural Psychiatric Unit
Volunteering Geelong
Water Well
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Geelong’s Slovenian Association “Ivan Cankar” has been given $750 by the Minister of Ethnic Affairs, Mr Peter Spyker.

The Slovenian project

Mr Spyker said this was the second and final round of grants to ethnic groups in Geelong. The research will cover a six-month period.

The grants, which were allocated to 35 organisations, totalled $317,545.

The Slovenian Association “Ivan Cankar” received $750 to support the research into the membership of its organisation.

The research project will be conducted by a researcher from the University of Melbourne.

Traditional dancing from the Philippines

The highlight of a recent meeting of the Geelong Australian-Asian Association was a demonstration of traditional dancing from the Philippines.

The dancers, from the Dancers Association of the Filipino Association, performed a variety of dances.

Mr Spyker said the grants were designed to complement an existing range of support for ethnic groups.

The grants were allocated to organisations dealing with the acquisition of new equipment, as well as administrative costs.
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Diversitat has officially opened a new facility that will provide a wide range of services and programs to the diverse and ethnic groups in Geelong. After more than 10 years of planning, the Northern Community Hub was officially opened by the Hon. Steven Ciobo MP last week.

Diversitat CEO Michael Martin said the centre offered the region’s first purpose-built community facility for migrants, refugees and asylum seekers. He said Diversitat had received extra funding to build a 120-space inclusive Community Hub to be constructed on the site. “The Hub will provide an additional community gathering space and directly connect the existing community, gym with classroom space so that groups can hold classes in conjunction with hands-on activities,” he said.

He said Diversitat had received extra funding to build a 120-space inclusive Community Hub to be constructed on the site. “The Hub will provide an additional community gathering space and directly connect the existing community, gym with classroom space so that groups can hold classes in conjunction with hands-on activities,” he said.

The Northern Community Hub is located at 25-41 Anzac Avenue, Geelong. April Greenfall

RESOURCES CENTRE A HELPING HAND FOR MIGRANTS

WEB DESIGN: www.daveramsden.net.au

1997

Diversitat Wholefoods

Diversitat 2015/16

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