



FAIR CANBERRA INC
ANNUAL REPORT
2018-2019



www.faircanberra.org.au

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Who We Are

Fair Canberra Inc was incorporated as a new community organisation on 21 August 2017.

Our Vision

That effective inclusive policies and programs exist across all sectors of the community so that all Canberrans can enjoy equitable treatment to allow them to fully participate in all aspects of community life and to reach their potential.

Our Mission

To advocate for, and represent the ideas and voices of, members of the Canberra community and, in particular, people from diverse culturally and linguistically diverse backgrounds, to shape relevant and effective inclusive policies and programs across all sectors of the ACT community.

The primary role of *Fair Canberra Inc* is to work as a policy think tank and networking organisation that exists to advocate for, and to influence, public, community, sporting, and educational organisations and the private sector on issues facing Canberrans and, in particular, people from culturally and linguistically diverse backgrounds.

Fair Canberra Inc advocates for policies and decisions to better support marginalised Canberrans through mechanisms such as *direct individualised engagement, consultative fora, subject specific surveys, formally commissioned research* as well as responding to formal Inquiries and Hearings on relevant issues through representations and submissions.

Through its various activities and programs, *Fair Canberra Inc* involves people from culturally and linguistically diverse backgrounds - especially women, youth and former refugees - who are excluded and marginalised and encourages and supports them to identify and rectify injustices, racism and other forms of discrimination.

We work closely with the leadership and membership of local multicultural and other community groups and service providers.

President's Report

I am pleased to report that *Fair Canberra Inc* positioned itself to effectively achieve its objectives in Financial Year 2018-19 and beyond with the election of a team of talented and community-engaged Executive Committee members at the Annual General Meeting held on 25 November 2018. These executive committee members are ably supported by seven skilled members appointed as Chairs of topic-specific sub committees.

Throughout the reporting year, *Fair Canberra Inc* has been fortunate to foster productive relationships with local organisations such as *Netball ACT*, *Amnesty International (Canberra Branch)*, *Bendigo Bank*, *Royal Canberra Show*, *Hellenic Club of Canberra*, *Islamic School in Weston* and many other community groups: and it is important that these relationships are continued and further developed for the mutual benefit of all parties in the coming years. *Fair Canberra Inc* created several opportunities throughout 2018-2019 for members of local multicultural community groups to participate in major events and programs which had not been as accessible for these groups in the past. A huge thank you to the Executive Committee members and the Chairs of sub committees who worked together with common goals and humour to ensure that every program we undertook was successfully implemented.

I specifically thank Andrew Holt for his tenacity and wonderful work in getting the *Fair Canberra Inc* website up and running in 2018-19. I also thank Mark Kulasingham for his wise advice and policy support for *Fair Canberra Inc* in advocating issues of relevance to its objectives in the local print media and on social media during the reporting year.

Moving forward, the challenge will be for *Fair Canberra Inc* to maintain its relevance and continue to provide quality advocacy on behalf of, and support to, its increasing membership, to create new opportunities for engagement and networking within and outside our membership and to be seen as a progressive, well known and well-respected organisation across the Canberra community. I am confident that the quality of the Executive Committee members, Chairs of the various sub committees and general membership will continue to provide a solid launching pad for *Fair Canberra Inc* to expand and diversify its role in the community.

For this growth to continue it is healthy to have new ideas, perspectives, visions and attitudes positively contributing to the causes taken up by *Fair Canberra Inc* into the future and I urge everybody to continue to champion *Fair Canberra Inc* to everybody everywhere, to attract fresh ideas and inputs as we head into the future.

Once again as President, I would sincerely like to thank all the executives, Md Tareq as the executive officer, and member volunteers for their assistance and community spirit that has seen *Fair Canberra Inc* begin its journey as a serious and well-respected part of the Canberra community.

Nic Manikis PSM
President
Fair Canberra Inc

YEAR IN BRIEF - HIGHLIGHTS

During the reporting year, *Fair Canberra Inc* organised several activities which involved *Fair Canberra Inc* members as well as other members from several local multicultural community groups.

These activities included collaborations with the organisers of the 2019 Royal Canberra Show and Netball ACT to provide opportunities for some of Canberra's multicultural groups to fully participate in their respective activities.

Fair Canberra Inc also organised several programs to assist Canberra's new arrivals and advocated on several issues of relevance to individuals and groups in our community throughout the reporting year.



Back to School Supplies Program

On 2 February 2019, *Fair Canberra Inc* arranged for 60 young children from various multicultural community groups to receive new backpacks full of school supplies ready for the 2019 school year. The children and parents appreciated this support.



The *Back to School Supplies* function was supported by the Hellenic Club of Canberra and the Bendigo Bank which provided some school supplies for the 60 back packs.

The new backpacks were purchased with funds raised by Amnesty International (Canberra branch) for *Fair Canberra Inc.* Our appreciation is extended to these organisations for their assistance with this program.

60 children and over 100 parents enjoyed the entertainment at the function provided by the very talented Johnny Huckle who performed an array of engaging songs for the children. Thank you Johnny for such an enjoyable and entertaining showcase!

Canberra on Show (The Royal National Agricultural Society)

Fair Canberra Inc assisted the organisers of the 2019 Royal Canberra Show (held from 22 to 24 February 2019) to showcase the local multicultural community – a first in the 92 years history of the Royal Canberra Show.

The multicultural component of the 2019 Royal Canberra Show was named “Canberra on Show’. Over 30 food stalls and a full-sized commercial performance stage were provided at the ‘Canberra on Show’ site. Over 100 community performances were staged by members of local community organisations over the three days of the event.

The ‘Canberra on Show’ stage came alive with exceptional performances that included young performers from the *Mother Language Conservation Movement International*.



A special feature of the 'Canberra on Show' involved the senior monks and members of the local BAPS Hindu organisation formally recognising those farmers who had won medals for their cattle during the previous few days at the event. The monks undertook a special ceremony in the morning of 24 February 2019 on the 'Canberra on Show' stage and awarded the farmers for taking good care of the cattle – these are revered animals in the Hindu religion.

Fair Canberra Inc is grateful to the organisers of the Royal Canberra Show for making a special effort to make the event accessible to local multicultural community groups.



Harmony Day Netball ACT

Fair Canberra Inc worked with Netball ACT, the Confident Girls Foundation and the Newman's Own Foundation to stage a Harmony Day event on 24 March 2019.

The program involved a series of pathway sessions in August 2018 led by senior ACT netballers that introduced the sport of netball to students and young people. These sessions were held at the Canberra Islamic School in Weston for 150 Muslim students, the Hindu Temple in Mawson for local Hindu young people and at the Solarhub ACT Netball Centre on Northbourne Avenue for 80 enthusiastic young people from the local Pacific Island community.

The introductory sessions in late 2018 sparked a great deal of interest in the sport of netball for students and young people and culminated in a good attendance at the Harmony Day event on 24 March 2019.

The event comprised net skills sessions conducted by professionals NetFitNetball and age specific netball games led by DIAMONDS players. Games were scheduled every half hour that provided the opportunity for several hundred children and young people to learn the rules.

The Harmony Day event also featured cultural performances on the hour, food stalls and Netfit sessions throughout the day. Thank you is extended to members of *Fair Canberra Inc* – Isaac Cotter, Gio Cano, Emie Jiang, Nim Osborne, Toa Takiari, Kofi Bonsu, Pradeep Timalisina and Sandi Mitra for coordinating the food stalls and cultural performances.

A touching tribute at the Harmony Day event was conducted by the young people from the local Maori School directed at the Muslim students who were participating on the day – this tribute was touching and marked respect following the terrorist incident that saw over 50 people killed at the Christchurch mosque.

All participants enjoyed the day learning new skills and making new friends.





Additional highlights for *Fair Canberra Inc* during the reporting period included:

- The active work undertaken by *Fair Canberra Inc* with the local Maori and Muslim communities immediately following the Christchurch incident earlier this year whereby over 50 people were killed by a radicalised right-wing white supremacist. We are grateful for the support provided by *The Canberra Weekly* in publishing an article by *Fair Canberra Inc* in March 2019 calling for the end to reckless political rhetoric, the demonization, the scare campaigns, the 'us' and 'them' superiority rhetoric, and the selective free speech pronouncements on radical and racist behaviours which inspire these type of attacks on innocent people.
- *Fair Canberra Inc* also presented a paper on 'aged care issues in multicultural communities'. We extend our appreciation to *Forum Australia* for organising this important discussion that was informative and well received by those present.



- *Fair Canberra Inc* and *Mother Language Conservation Movement International* representatives met on 26 December 2018 to discuss various ways that the two groups could work together to promote mother languages in the ACT. The meeting agreed to work together to involve local community and language groups in organising a series of events including performances at the Canberra on Show (Canberra Show), establish Ekushey Corner in libraries, organise language fusion competition in schools and publish a book of stories in various languages. Progress is being made on these initiatives.

OUR TEAM

Executive Committee Members (November 2018 – November 2020)

The Executive Committee elected at the Annual General Meeting on 25 November 2018 is a different set of experiences and skills and are a diverse group in terms of age, gender, cultural backgrounds and education levels. Members also represent, and are connected to, numerous community groups across the Australian Capital Territory.

Their ongoing contribution to *Fair Canberra Inc* is deeply appreciated.

Nic Manikis PSM – *President*

Nic Manikis served as a Senior Manager in the Commonwealth Government from 1980 to 1985 and as a Senior Executive in social policy and community affairs roles in the ACT Government from 1985 to 2016.

In 1998, Nic received the *Public Service Medal* in the Australia Day Honours List in recognition of his years of service and dedication to government and community. In 2000 he was awarded the *Centenary Medal*.

In November 2016, Nic retired from government service after a distinguished career of almost 40 years serving the community. Over the years, Nic worked with many local community groups to develop and provide programs, resources and services to those most disadvantaged and vulnerable in our community.

Nic is currently active in the private sector and continues his work supporting local community groups on a voluntary basis.

Anooshe Aisha Mushtaq – *Vice President*

Anooshe Mushtaq is a first generation Australian of Pakistan origin. She spent her early years in Pakistan and Libya on posting with her family.

Since her arrival in Australia 30 years ago, Anooshe has experienced first-hand the changing cultural landscape of Australia.

Today, Anooshe is a consultant and social commentator who regularly speaks at national security conferences and publishes on topics such as the prevention of violent extremism from the grass roots perspective and the analysis of Islamic State's online propaganda.

Anooshe is the Founder and Director of *Raqib Taskforce* – a Muslim-led diverse organisation that builds social inclusion through engagement across the Australian community in a manner designed to dispel extremist messages that exist within the public domain. *Raqib* is developing social inclusion narratives countering hate speech and racism.

Anooshe is an adviser to the *PAK Institute for Peace Studies in Counter Narrative Strategies and Counter Terrorism*. She is also an Associate Member of the *Australia Institute of Professional Intelligence Officers* and a *Research Associate at the Australian Security Research Centre*.

Anooshe has a passion for youth empowerment and continues to work with various local youth groups to assist them to reach their potential.

Borhan Ahmed – *Treasurer & Public Officer*

Borhan Ahmed is an accomplished community leader with over 30 years experience in community sector work in Australia and Bangladesh.

Over this time, he has held several high profile community roles including: President of the *Canberra Muslim Community*, President of the *Bangladesh Australia Association Canberra* and President of the *Bangladeshi Seniors Group*.

Borhan holds a *Master of Economics (specialising in Development Economics)*, *Master of Economics, Bachelor of Arts (with Honours in Economics)* and a *Post-Graduate Diploma in Social Science*. He is a *Colombo Plan* scholar with 40 years successful public service career experience with the Australian Federal and Bangladesh Governments. Borhan served as a member of the Bangladesh Civil Service (Administration Cadre), including as a First Class Magistrate with the Bangladesh Government. In 1978, he was trained at USAID HQs, US State Department on foreign aid administration and technical cooperation program. Before he retired in early 2018, he served his final 26 years in the Australian public service with the Australian Department of Foreign Affairs and Trade (DFAT) and AusAID, including as an Aid Diplomat in Port Moresby/PNG. From DFAT and AusAid, Borhan undertook several aid project-related work missions to PNG, Iraq, Jordan, Indonesia, India, Pakistan, Sri Lanka and Palestine.

Borhan has a life-long passion for advocacy work around issues and challenges facing members of new and emerging multicultural community groups, new migrants, faith-based groups and former refugees in the ACT. In this context, he has served as a member of several high profile community service provider agencies boards and on government advisory committees (ACT Attorney-General's CCTV Review Committee). He currently serves as a board member of Migrants and Refugee Settlement Service Australia and of the Council on the Ageing ACT Policy Committee. Borhan continues to work closely with a diverse group of people to improve inclusiveness and respect in the ACT community.

Dr Sunita S Dhindsa – *Secretary*

Sunita was born in India but has lived for most part in Australia, primarily in Canberra.

Sunita has a PhD from Punjab Agricultural University, India and also undertook a Graduate Diploma in Public Sector Management from Macquarie University North Ryde in 2003-04.

From 1990 to 2014, Sunita worked in a range of roles in various government departments, and also worked for a short time in scientific research, and in private sector.

Sunita has continued to positively support the Indian diaspora and to contribute to the broader Australian society and economy in various capacities. She is a member, Founder member, patron and Life Member of various community organisations as well as holding positions of Secretary, Coordinator and Executive member. Sunita is the Founder and was the Coordinator of *AusIndia Fair*, a platform for interacting, trade and showcasing shared values of Australia and India. Currently she is the President of the Federation of Indian Associations of the ACT (FINACT).

Sunita's passion is to work for, and with people, enable meaningful interactions, and encourage positive empowerment while fostering constructive and harmonious outcomes at all levels. Her vision is to make Canberra and the surrounding region more progressive, inclusive, culturally vibrant, environmentally sustainable and economically strong.

Francis Osuwu – *Executive Committee Member*

Francis Osuwu is an outrageously big dreamer, with an authentic passion to empower the lives of people he connects with through voice and movement. After struggling in his youth with his identity and self-esteem, and an early life of crime, his life had a dramatic change when he came to the realization that he didn't need to become someone, he *was* someone! This true personal discovery became the catalyst to helping others.

Since then, Francis has become the founder of a successful social enterprise – *Kulture Break*, as well as founder and director of *iinspire* leadership, and leading communicator in cultural change. Francis has been empowering individuals to reach their potential for over 16 years. He is credited for developing and having a positive impact on the lives thousands of local young people and also developing some of Australia's most successful performing artists such as *Timomatic* and several members of *Justice Crew*.

Francis has been publicly recognised through awards and appointments including: winner of the *2016 ACT Chief Minister's Social Inclusion Award*; winner of the Commonwealth Bank's *Australian of the Day 2016*; *2015 ACT Public Schools Alumni Ambassador*; *Diversity Champion ACT* Human Rights Commission 2015; and National Finalist of the *Australian of the Year Local Hero Award* in 2013. He was nominated by the ACT Government as 1 of 14 most influential Canberrans as a 'Champion' in the *Time to Talk 2030 - Shaping Canberra's Future Campaign*.

Francis' passion to assist in the transformation of individuals, workplaces and communities is stronger today than it has ever been.

Toa Takiari – *Executive Committee Member*

Toa Takiari has had long and successful business and voluntary community development careers in the ACT since the 1960s, with extended periods back in Tonga and New Zealand. Toa was educated as a professional hairdresser and established and managed many businesses in Canberra, training promising young hair stylists, and she dabbled in the fashion and music industries.

Over the years, Toa applied her 'can do' attitude to advancing the interests of many vulnerable and disadvantaged members of the Pacific Island communities in Canberra opening up opportunities for them to learn new skills and to learn more about their culture. She setup a Hair and Style Salon in Civic to provide opportunities for Canberra's homeless and low income earners to not only receive services but also training, as a pathway to permanent paid work.

Toa was instrumental in forming *The United Nesian Movement* as a platform for Pacific Islander young people to learn about and showcase their culture. She has assisted these young people to promote their culture through her program on Radio 2XX and, for several years, she co-ordinated the Pacific Island Showcase at the annual National Multicultural Festival. Toa is the current Public Officer (and Founder) for the *Pacific Island Showcase Association*. She also founded *The Niu Oceanic Cultural Centre* based at the ANU and organised the *Pacific Cultural Youth Day in 2017*. She also organised many Pacific and Indigenous Cultural Fashion shows.

Toa is a hard working, dedicated and strong community advocate for young Canberrans of Pacific Island background.

Andrew Holt – *Executive Committee Member*

In the mid to late 1990s Andrew served on CANTRADE – a high level Government business development body. Andrew made a strong contribution to this body providing strategic advice on projects such as the Bishop's Aus-trans light rail project. He helped craft initiatives to promote and market Canberra to the world such as the ACT Honorary Ambassador Program and Snapshot of Canberra publication.

Andrew has also many years of genuine, active support, assistance and interaction with the Multicultural communities, businesses and individuals of all walks of life throughout the ACT. He has a long and established record of accomplishment in management positions in private, government and community sectors.

Andrew founded the Canberra Inventors Association in 1992 after identifying a complete lack of real help to those wishing to commercialise innovative Australian projects. The Association soon became a peak organisation for Australian inventors and innovators. He was also instrumental in raising of over \$30 million of investment funding for members and their projects, many of which became nationally and internationally recognised and award winning projects.

Over the years Andrew has given talks and lectures to a wide range of groups and organisations, including schools, CSIRO, community groups and to staff at IP Australia. He has been frequently interviewed in local and national print, radio and television media on a multitude of subject matters and topics, including a monthly ABC 666 Canberra radio program on Australian Innovation which he presented for many years.

In 2016 Andrew stood as an Independent candidate in the ACT Legislative Assembly elections and after only three weeks of campaigning came a very respectable 71st from a field of 141 candidates, most of which were from parties and had been running for a year or more.

Emie Jiang – *Executive Committee Member*

Emie Jiang is a well respected and active young member of the Canberra Chinese community. Apart from her active community work, Emie is a Director of JZ Property Investments Pty Ltd.

Emie has achieved a high level of academic qualifications in a number of finance and economic fields from the Australian National University. She has served as a commercial analyst for *Indigenous Business Australia* and as a financial analyst for *ACT Treasury*.

Emie is currently the Vice President of the Australian Guangxi Friendship Association (AGFA), a non-profit organisation to foster friendship and a relationship between the ACT and Guangxi Province of China. Locally, AGFA runs weekly cheongsam practice and tai-chi classes as well as conducting aged care seminars for members of the local Chinese community. Through her role in AGFA, Emie has engaged broadly across the local Chinese community forging strong working relationships with people in government, education and aged care sectors.

Emie enjoys the community work that she undertakes and has contributed generously to various activities and events across the ACT during the past few years. In particular, Emie has made an enormous contribution to the annual National Multicultural Festival through her role as the coordinator for the Chinese Community Showcase. As a Volunteer leader, she recruited over 100 volunteers for the event and managed one of the numerous stages at the event.

Emie is a valuable young member of the Executive Committee of *Fair Canberra Inc*.

Sabrina Melo – *Executive Committee Member*

Sabrina Melo is a first generation Australian who has recently completed her academic studies while incorporating her international travels to better comprehend global societies.

Harbouring a desire to actively apply her knowledge in the global humanitarian field, Sabrina completed a Bachelor of Arts in International Studies at the University of Canberra and a Master of Diplomacy at the Australian National University in 2018. Sabrina's involvement with the local Pacific Islander community together with her broader understanding of the contemporary world, through her education and travel, has further inspired a deeper perspective of the importance of intercultural awareness and relations.

Sabrina looks forward to contributing to the work of *Fair Canberra Inc* particularly from a youth and intercultural perspective.

Sub Committee Chairs

Andrew Holt – **Aged Care & Safety**

Nim Osborne – **Special Events**

Sandi Mitra – **Community Liaison**

Dr Ajoy Kar – **Social Advocacy**

Mohammed Ali – **Media & Communication**

Dr Ahmed Imran – **Strategy, Economics & Research**

Our Staff

Mohd Tareq - *Executive Officer*

Tareq brings more than fifteen years of experience to the operations of *Fair Canberra Inc* having worked in the public and private sectors in Australia and overseas. He is a seasoned corporate affairs and office administration professional with expertise in human resources. Tareq is highly skilled in organisational development, corporate management, workforce development and recruitment.

Tareq has gained his diverse professional experience in organisations such as: the Operations Specialist Group Australia; Canada Border Services Agency; ACT Government; Australian National University; European Union, DFAT (Australian High Commission – overseas); Save the Children; Concern Worldwide; and served in IUCAN-The World Conservation Union and ACCENTURE in various capacities. Tareq has served two consecutive terms as Vice-president of the *Bangladesh Australia Association of Canberra*. He is also the director of *Autistic Children's Welfare Foundation of Bangladesh* and Life Member of *BIHRM* – an affiliated body of Asia Pacific Federation of Human Resources Management and of SHRM (USA).

Tareq is passionate about serving the broader community. He strongly believes in the concept of 'multiculturalism' as a unifying force that recognises and empowers all Canberrans to work for the common good of our community.

TREASURER'S REPORT

I have pleasure to present our second reviewed financial report as attached for the period 1 July 2018 to 30 June 2019. This is all about giving a true and fair account of the Association's financial position and performance, including cash flows, profit and loss, net assets, liabilities for the reporting period.

While we have made some good efforts to improve our financial position, the report shows that more work will need to be done next financial year and beyond to progressively raise funds from an expanded range of sources to support our on-going activities and programs. The majority of funds received by Fair Canberra Inc during the year have been from Executive Committee members by way of individual donations or contributions which are

not expected to be paid back. This remains the single source of income to support the activities of the Association during the reporting period.

With our experienced Executive Committee team and skilled voluntary staff we are confident that Fair Canberra Inc is now well placed to continue to grow and offer a quality advocacy and networking service in accordance with its objectives. With the proposed program of activities in 2019-2020 and beyond, efforts are now underway to negotiate and raise funding from our respective strategic program partners to ensure the successful implementation of these programs.

We remain committed to continue our work to attract funds from broader revenue sources, including from donors, private sector grants programs, sponsors and philanthropic individuals in our community. Achieving the long-term financial viability of the organisation remains a priority.

We will continue to focus on maximising opportunities to improve our sustainability through income generation and cost minimisation efforts. We will endeavour to come up with a realistic plan for the sustainable future of the Association in the next financial year. I seek the assistance of all members in this regard. I am pleased to see the Association is now up and running with support from our valued members and many others.

I commend this financial report to the Annual General Meeting (AGM) for approval.

With thanks,

Borhan Ahmed
Treasurer
Fair Canberra Inc.



OUR SUPPORTERS

Fair Canberra Inc greatly appreciates the support that was provided by The Hellenic Club of Canberra, Amnesty International and the Bendigo Bank for its programs and activities throughout 2018-19

Appreciation is also extended to the many multicultural groups and individuals who volunteered their time to make programs and activities facilitated by *Fair Canberra Inc* great successes in the reporting period.

GET INVOLVED

Fair Canberra Inc encourages members and Canberrans generally to support the organisation in the following ways:

- **Become a member** – application forms are available at www.faircanberra.org.au
- **Volunteer your time** – contact the Secretary (sunita.dhindsa@faircanberra.org.au)
- **Make a donation** – contact the Treasurer (borhan.ahmed@faircanberra.org.au)
- **Support an event or fundraising activity** – contact Executive Member (toa.takiari@faircanberra.org.au)
- **Become a corporate partner** – contact the Treasurer (borhan.ahmed@faircanberra.org.au)

Further information on how to support or participate in activities and programs organised by Fair Canberra Inc visit www.faircanberra.org.au.

CONTACT US

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