



ANNUAL REPORT 2021

President's Report

2021 was another year into the COVID pandemic. United in Diversity's projects and events were also impacted by the lockdowns. Through it all United in Diversity (UID) surged through it all with resilience and in the true spirit of community building supporting Department of Health and politicians such as Terry Healy to distribute masks to the community and our members.

UID also continued providing our members as well as the community the information they needed through this difficult period.

UNI MELBOURNE CANCER SCREENING PROJECT

This project which began in September 2020 in partnership with University of Melbourne to develop culturally appropriate cancer screening messaging at the national level was completed in 2021. United in Diversity conducted focus group discussions with Hindi speaking and Tagalog speaking women in two age groups - 25-49 and 50-75 yo - to develop messaging to improve screening for breast and bowel cancer in CaLD women in the above age groups. Our collaborators for this project were Indian Society of Western Australia and Gabriella Fillipino Women's group.

Hillveiw Stakeholder Reference Group

In February 2021 UID received an invitation from City of Canning to become a member of the Hillview Intercultural and Community Centre Stakeholder Reference Group. The Community Reference Group played an important role in representing the community by providing input into the general needs and expectations of community groups and individuals; ideas for the operating model for the centre; considerations for ensuring the space is welcoming and inclusive and other relevant information that was in line with the purpose of developing the Centre. In April 2021, the president of UID, Mamta Kochhar, was the keynote speaker for the **Cultural Ambassadors** program.

Canning Harmony Week

UID led the Canning Harmony Week in partnership with City of Canning & Office of Multicultural Interests. Two events were hosted:

Cannington Leisureplex (outdoors)	13 March 2021
Riverton Library (indoors)	19 March 2021

Both events came together really well and were positive, vibrant, colourful events that increased social cohesion. The events were inclusive, and open to all and there was a diverse range of performances, with many different groups and individuals represented, including a variety of ages.

United in Diversity organised the performances, connected people together and provided opportunities for CaLD community members to be involved - the two photographers; the South Metropolitan students who presented short talks and the Kitchen of Diversity who prepared the food. Many different organisations came together and the cultural food tastings were well received



and really added value to the events. The event afforded the perfect time to pay respects to Noongar culture.

There were activities that allowed people to participate, ie: Hot Hula. The event had a great reach on Facebook for up to more than 2800 people. It was the best performing post on the Canning Libraries Facebook page. It is estimated that approximately 200+ people attended each event. 330 lots of food given out in total for the two events.

International Women's Day

United in Diversity held a Women's Multicultural Support Group to mark IWD on 10th March 2021.

UID's social enterprise Kitchen of Diversity also volunteered their time for IWD celebrations organised by Ethnic Communities Council of WA.

Canning Community Engagement Project March-Nov 2021

This project was funded by City of Canning and was planned to run between March and May 2021. Three community activities were conducted - Yoga, Community workshops and Sewing. The project was impacted by COVID lockdown and was completed in November 2021.

COVID Recovery

In 2020, City of Gosnells funded a project a COVID recovery project which UID ran in collaboration with Gosnells Bowling Club. The following three activities were undertaken.

1. Distribution of Baby Care Hampers – The care hampers were purchased from Woolies and Coles at Maddington so that local business was supported. Coles and Woolies in turn donated their shopping bags in which the hampers were gifted to members of community. The distribution was conducted on 7 different occasions. Thirce volunteers from UID and GBC booked a stall at Maddington shopping center and once the distribution was undertaken at South Metropolitan TAFE. Hampers were also delivered to Langford Aboriginal Association and William Langford Community House. Members of community also received hampers at Celebrate Diversity Day at Gosnells Bowling Club in Nov 2020. Some hampers were delivered straight to residences of some community member.
2. Support local CaLD owned business by providing shopping vouchers to members of community – Business owners of 7 different nationalities were supported. This part of the project was the most interesting part as the cultural nuances become very pronounced when it comes to money. UID and GBC volunteers spent a great deal of time going on a recon tour to see how best businesses could be supported. There were some really good moments and some breakdowns. But the most significant part was the discovery of a little gem called Sari Rasa in Canning Vale who make great food. Their business was supported during Ramadan when they would otherwise have had less business.
3. Due to the pandemic it was felt that the need of the community was more to come together as many members of the community are not able to travel to see their families. So, the third component was a meal in Amaroo village where a cultural recipe cooking demonstration was conducted. About 30 members of the community attended.

Hope for Afghanistan



As the world watched the dramatic take over of Afghanistan by the Taliban regime again, UID responded to the urgent need of the community by starting Hope for Afghanistan project in collaboration with ASeTTS and Rotary WA.

UID Nominee finalist at WA Volunteer Of The Year Awards 2021

United in Diversity volunteer Hoda was the finalist in the Multicultural Communities category at the WA Volunteer of the Year Awards 2021. Hoda got to stand as a finalist next to Kathy Fagan and Tristan Kolay who have a long history of volunteering whereas United in Diversity is a grassroots organization with only a 3 year life span. Three members from UID attended Volunteering WA Award Royal Gala at Crown Perth on 20th May. Tickets were sponsored by Volunteering WA.

The Changemakers - July - October 2021

This was a UID led project in collaboration with City of Canning, Curtin University and ASeTTS. It ended with a presentation at South East Metropolitan Network Meeting in City of Canning. TC targeted 16-24 yo from Dari/Hazaragi, Somali, Urdu, Farsi and Arabic speaking backgrounds.

The project consisted of:

- Launch at Curtin Uni – 8th August
- Co-design Workshop – 22nd August
- Mentoring – 23rd August-15th October
- Outdoor Camp – 9th October
- Youth Led workshops – 16th October

Youth Engagement of 5 different language groups, Youth Leadership, Confidence, Resilience, capacity building for UID as well as the youth. About 11 youth participants and 8 mentors were the direct beneficiaries but the ripple effect to friends, families, attendees of the events was to between 60-75 community members.

The model implemented – giving the charge to youth as opposed to telling them what to do - was extremely successful and resulted in relationship building for the whole group.

The partnership was the most beneficial aspect. It meant support and guidance of the city officials, their presence at events as well as the help from Curtin research team which was crucial in securing the free venue at Curtin Uni. Without the venue for launch being Curtin Uni this project would have been unable to generate the excitement and buzz that it did. All youth provided the feedback that they came to the launch primarily because they would have a safe opportunity to visit a place which they aspire to go to for higher studies. From CaLD point of view it was very significant.

The partnership also meant that all venues in Canning were free for this project. As a result, the limited funds could be stretched, and a lot of activities could be packed in.

The model of youth engagement where they take charge of the frequency and mode of mentoring and also the topics they wish to present workshops on is not only scalable but also easily transferable to other youth groups. UID hopes that the presentation at Southeast Metropolitan Network (SEMN) meeting on 24th November, 2021 will further spread the word about the success of this partnership.

In 2022, City of Canning has funded another program, Intergenerational Encounters, which will be a continuation of UID's engagement with CaLD youth.



CAHRS membership, affiliation

Canning Agricultural Horticulture and Recreation Society (CAHRS) put its support behind Kitchen of Diversity Social Enterprise and asked them to cater for Bloom festival on 21st August, 2021. UID is now a CAHRS member and affiliate recognising the alignment in values of the two organisations. The two intend to work even more closely in 2022.

United in Diversity renewed its membership for **Ethnic Communities Council of WA (ECCWA)**. Mamta Kochhar, the current president of UID is **Vice President Women's Interests at ECCWA**.

United in Diversity continues to be a member of **Volunteering WA**.

Volunteering WA State Conference

In November 2021, Volunteering WA provided a scholarship to UID to attend the Volunteering WA State Conference.

Regional Migrant Employment Program

In the last quarter of 2021, United in Diversity launched a program to get CaLD workers employed in regional areas to help alleviate the labor shortages in regional WA starting with the Mid West region of WA. UID is liaising with various regional shires and the state government to launch a pilot for the program in June 2022.

World Music Cafe

United in Diversity continued its support for World Music Cafe as a community partner throughout 2021 as WMC put amazing shows up in Roleystone, Fremantle and Mosman Park. World Music Cafe has planned expansion to Mt Lawley and City of Canning in 2022. UID's engagement with WMC will be reconsidered in 2022.

Multicultural Advisory Group, City of Armadale

United in Diversity is a part of MAG CoA for 2022.

ISWA FDV Awareness group

United in Diversity is part of an FDV awareness group initiated by Indian Society of Western Australia. The aim of the group is to provide FDV information and assistance to the Indian community. The group will continue its work in 2022.

Kitchen of Diversity

This social enterprise of United in Diversity is now a 5d-member strong team. It supports the team through catering assignments and raises funds for UID. In return UID's Public Liability Insurance covers this enterprise.

Besides this UID Website completion is underway as well as streamlining of its processes.



Treasurer's Report

Before we go to the Profit and Loss statement for 2021, we need to understand that the balance is actually not a correct indication of our financial situation.

As of Friday 13th May, 2021

UID account balance	\$8581.56
Intergenerational Encounters Project	\$4000
ASeTTS	\$3,024
2 Kitchen of Diversity payments (to Hoda - Dec meeting ECCWA office + AGM)	\$300 x 2 = \$600
Payment for our email (Yahoo mail Nov 2021-May 2022)	\$99.95
Zoom pro account	166.36
Balance	\$691.25

Another thing worth mentioning is that our projects help our community and support local businesses. Our projects provide an insight into one way we do that.

Below is an example of Canning Harmony Week 2021, which was headed by Jose Ciciliamma.



United in Diversity
Profit and Loss Statement
 For the period from 1-Jul-20 to 30-Jun-21

	CoCanning Harmony Week
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Income	
Donations received	-
Interest received	-
Kitchen of Diversity	-
Other Income received	-
Project Income	3,570.00
Total — Income	3,570.00
Less: Expenses	
Accounting fees	-
Advertising and promotion	-
Bank charges	-
Computer and Internet	-
Contractors	3,070.00
Donations	-
Food	526.97
Insurance	-
Legal fees	-
Materials	76.50
Repairs and maintenance	-
Telephone	-
Travel expenses	-
UID General Expenses	-
Venue Hire	-
Video and Photography	-
Volunteer vouchers	315.00
Total — Expenses	3,988.47
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Net profit (loss)	(418.47)

So, from one project for which UID received \$3,570, a major chunk \$3,070 was paid to members of the community who participated in the project which are covered under the heading 'contractors' in the statement above. We also provided an incentive to the volunteers who were mainly South Metro TAFE students to at least cover their fuel costs.

So, our model is to provide financial compensation for contribution as much as possible whilst we wish to state that Australia is a country of volunteers and it is impossible to compensate the real value of time which volunteers give.

It is worth mentioning that in the example above the participation of UID committee was completely voluntary.



United in Diversity
Profit and Loss Statement
 For the period from 1-Jul-20 to 30-Jun-21

	30-Jun-21
Income	
Donations received	135.00
Interest received	3.80
Kitchen of Diversity	3,715.00
Other Income received	-
Project Income	26,836.52
Total — Income	30,690.32
Less: Expenses	
Accounting fees	-
Advertising and promotion	32.00
Bank charges	-
Computer and Internet	837.25
Contractors	9,895.00
Donations	-
Food	2,913.05
Insurance	1,159.18
Legal fees	-
Materials	9,555.47
Repairs and maintenance	-
Telephone	-
Travel expenses	180.58
UID General Expenses	16.59
Venue Hire	541.00
Video and Photography	-
Volunteer vouchers	915.00
Total — Expenses	26,045.12
Net profit (loss)	4,645.20



Secretary's Report

Our last AGM was in April 2021. Since then, there were 7 meetings in the remainder of 2021. We couldn't have one meeting due to lack of chorus.

Since the start of 2022 we have had 4 meetings. This AGM is our 5th meeting. It is good to see the improved commitment from our committee. In some meetings we had everyone present. Most of our meetings were held online.

Our main achievement in the last 12 months has been the development of description of roles by Jose Cicilamma. These are included below.

The agenda and minutes of United in Diversity are stored in a google drive.

2022 will be about streamlining our processes and getting our committee more engaged in our processes. As a start, the committee for 2022 will be provided access to Google folders after the AGM.



United in Diversity

Duties and Responsibilities of the Committee.

Introduction

Good governance practices are essential to UiD's ability to function, achieve our objectives, and comply with legal, ethical, and operational requirements.

Structure of the UiD Management Committee

UiD's management committee is made up of 7 individuals: four elected office bearers and three elected committee members. The four officer positions are President, Vice-President, Secretary, and Treasurer. The three elected member positions are intended to represent the diversity of our community. Positions become open on a rolling basis, and once elected, each position's term is two years.

UiD Committee is responsible for managing the organization on behalf of its members.

The Committee must:

- Conduct long term, medium term and short term planning so that the aims and objectives of the UiD are fulfilled.
- Attend committee meetings regularly.
- Develop policy and procedures for the benefit of the organization and its interest.



- Manage external relations and advocacy issues.
- Obtain resources.
- Ensure that all financial and legal matters are properly managed.
- Carry out the recommendations of UiD members.
- Regularly communicate with, and provide information to members about the day to day operation of the organization.
- Ensure that all members of the Committee act as leadership role models.
- Work as a team.
- Maintain confidentiality on relevant organisational matters.
- Have excellent working knowledge of the UiD Constitution, rules & our objectives.

President

- Legally represents the association
- Chairs the Management Committee meetings and the Annual General meetings.
 - Help prepare agenda
 - conduct of meetings
 - Welcome new members and introduce guest
- Takes primary responsibility for UiD projects, collaboration, resource generation and liaison with the partnering organizations.
- Approves budget execution and all income and expenditures of the organization.
- Facilitates decision-making among the group
- Provides overall leadership and direction to the association
- Build unity of purpose
- Provides advice and assistance to succeeding President
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Vice President

- The vice president assumes the role and responsibilities of the President in their absence.
- Assist and supports the President as required.
- Supports the President in liaison to the matters relevant to the organizational day to day activities.
- Support the organization in maintaining and keeping an up-to-date membership database.
- Assist the President in providing leadership and direction to the association.
- Provides advice and assistance to the succeeding vice president.



Secretary

The secretary is responsible for taking and circulating minutes, preparing agendas for meetings, organizing regular correspondence to members and keeping members up-to-date about dates for other meetings and events.

- Responsible for producing minutes of Management Committee meetings.
- Maintain minutes and records in an accurate filing system
- Prepare an agenda for committee meetings in consultation with the President and other committee members. Send notice of the meeting and agenda to all committee members these should always be sent out even if they are held at the same time and place.
- Accountable for producing minutes of the Annual General meeting
- Support the elections process (except the secretary election)
- Manages the communication of the association to members, including sending e-mails, assisting President for communication with external stakeholders.
- Managing other member requests Provides advice and assistance to succeeding secretary

Treasurer

The Treasurer looks after the UiD's income and expenditure and keeps the finances up-to-date, keeping track of receipts and bank statements and compiling financial reports detailing income and expenditure.

- Operate the precise and accurate book-keeping system
- Be responsible for proper handling of the finance of the organisation.
- Prepare financial report before each management committee meetings.
- Present report of money paid into the account
- Prepare a financial statement for audit before the AGM
- Present the balance sheet and financial statement at the AGM after they have received audited accounts
- Provides advice and assistance to the succeeding treasurer.

Executive Committee Members

- Attend Executive Committee meetings
- Volunteer to take tasks as identified and requested by the Office bearers
- Assist the President, Vice-President, Secretary and Treasurer as needed.
- Provide support to UiD programs and partnerships as needed
- Work to obtain funding for events and projects
- Others as identified and need