



## Annual Report 20/21



Aspire, **Change**, Achieve.





**Image:** International Women's Day celebrations at Diversitat.  
#ChooseToChallenge

# Mission, Vision & Values

Diversitat or the Geelong Ethnic Communities Council (GECC) is the peak body for ethnic and multicultural communities in the Geelong Region and the voice of Multicultural Geelong.

For over 40 years we have been the link between multicultural communities, government, and the wider community.

The GECC acknowledges the Wathaurong people as the traditional custodians of this land and we recognise the cultural, linguistic, social, and spiritual diversity of Aboriginal and Torres Strait Islanders Peoples and their rights as the First Peoples of Australia.

## Our Mission

Building on our proud history of migrant services, Diversitat aspires to provide an innovative and high quality response to the changing needs of a culturally diverse community.

## Our Vision

To empower individuals and communities to reach their full potential.

## Our Values

Dignity, respect and acceptance are basic values defining our humanity and must be afforded to every individual in our society. We value an ecologically sustainable environment and promote and celebrate harmony, cultural diversity, peace and social justice in our society.



Annual Report & Audited  
Financial Report - Download  
online at [diversitat.org.au](https://diversitat.org.au)



# Acknowledgment to **Country**

Diversitat acknowledges and pays respect to the Wathaurong People and all the traditional custodians of the lands and waterways on which we work and meet today.

We pay our respect to Elders, past and present, and stand together with Aboriginal and Torres Strait Islanders leaders of today and tomorrow.

We value your histories, your culture and your knowledge.



# Supporting our **LGBTI+** community

Diversitat warmly welcomes lesbian, gay, bisexual, trans, gender diverse and intersex people at all of our locations and to access all of our services.

We believe that our values of dignity, respect and acceptance are basic values defining our humanity and must be afforded to every individual in our society.



**Image:** Andrew Guillaume from Geelong Rainbow Inc, Aunty Nellie Flagg and Robyn Martinez from Diversitat Aged Support present Geelong's inaugural diversity symposium.



**Image:** Members of the Dutch community enjoy the 2021 Pako Festa night projections.  
Photo credit: Matt Houston

# Contents

Mission, Vision & Values

Acknowledgement to Country  
& Supporting our LGBTI+ community

2020/21 At a Glance

President's Report

Affiliated Communities

Managers & Executive Team

CEO's Report

Merger

Financial Statement

2

Settlement Services & Community  
Support

3

Aged Support

6

Training

8

My Maintenance Crew

11

The Pulse

12

The Oppe Shoppe

14

Pako Festa

17

In the Media

19

Thank You

20

22

24

26

27

28

30

32

38



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**Image:** Wathaurong Aboriginal Co-Operative hosted their 2021 Sorry Day event at the Northern Community Hub. The event started with a smoking ceremony by Jordan Edwards.





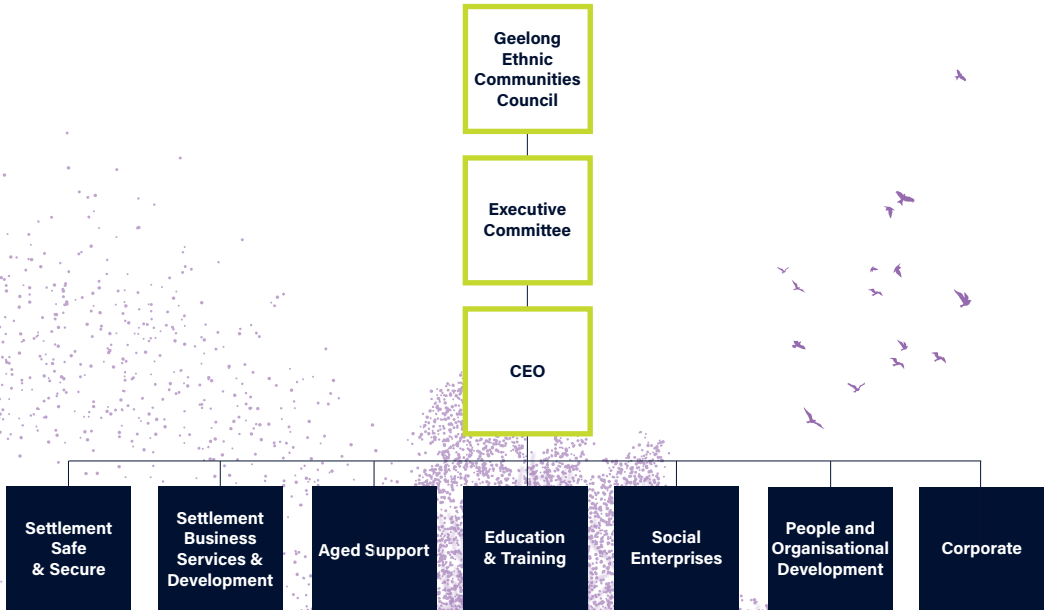


**Image:** The school holidays provide the Diversitat Community Development team an opportunity to take their clients out exploring in the Geelong region. On this occasion they went to Barwon Heads on a beautiful sunny winter's day with 50 people coming along.

# 2020/21

## At a glance

### Diversitat structure





# Year in review

## Settlement & Community



**1,006** Settlement Engagement and Transition Support (SETS) Program cases



**1,167** financial counselling clients



**12,510** social messaging views

## Aged Support



**14,634** meals were provided to 217 clients



**36** Community Visitor Scheme (CVS) recipients & **43** volunteers



**5,000+** welfare checks

## Training



**369,358** student contact hours



**5,992** units/modules have been delivered



**659** clients have been helped to achieve their education goals

## Pako Festa



**13** Global food locations across Geelong with **144** multicultural menu items from **19** multicultural communities



**30** ethnic communities portraits projected onto the Geelong West Town Hall



**19** Pakington Street Arts Trail sites

## My Maintenance Crew



**9.5/10** customer satisfaction score



**28** young people employed

## The Pulse



**14** COVID updates for the community in **14** different languages & over **106** hours live emergency broadcasting during COVID

## Oppe Shoppe



**120+** tonnes of landfill saved

# President's Report

**“Despite the fact that we have been in and out of lockdown so much, the staff and volunteers have been resilient to what has been presented to them.”**



Dear Diversitat and Friends,

In last year's report I spoke about the strength of the human spirit, the importance of community and what we have learnt during the first wave. Secretly, what we had hoped would be the only wave of the pandemic. Sadly, this has not been the case. We have been tested even further this year in keeping our community connected, especially those for whom English is a barrier.

It has been humbling for me to witness the length to which the staff and volunteers at Diversitat have gone to keep this connection going. Programs have had to be stopped, gatherings cancelled, courses taken on line, that very important human touch lost, but distanced visits, meal delivery and online connection have taken their place. Our well known Pako Festa creatively went digital with a history of migration being displayed on the Geelong West Town Hall. We were also still able to enjoy cultural food through an online ordering system. Despite the fact that we have been in and out of lockdown so much, the staff and volunteers have been resilient to what has been presented to them in a COVID safe manner. I and the Executive members of the Geelong Ethnic Communities Council acknowledge with deep appreciation their commitment to ensuring that the vast range of needs required by our community members have been met.

I hope you enjoy learning both pictorially and in words throughout the rest of the Annual Report the way in which we have continued to live out our Mission of aspiring to provide an innovative and high-quality response to the changing needs of a culturally diverse community.

The 48 members of our Affiliated Communities in November 2020 unanimously and with a sense of enthusiasm agreed that Diversitat and Multicultural Aged Care Services Geelong (MACS) should merge to create one organisation whose legal name will be Multicultural Community Services Geelong Inc. A more detailed report on the merger is included in this Annual Report. The next 12 months will see us transition into this new organisation with a trading name still to be chosen. I personally look forward to the opportunities this merger will create as we become one with MACS.

To the Senior Staff of Diversitat who have led the operations of Diversitat under difficult circumstances first under Brian McMahon as Acting CEO until May 2021 and then Joy Leggo who currently wears three hats – CEO of Diversitat, CEO of MACS and CEO of Multicultural Community Services Geelong since May, thank you for the commitment you have shown not only to the merger but also to the day-to-day operations of Diversitat under trying conditions.

This year the Executive Team of Zoran Dimovski, Eldo Jacob, Sophia Shen and Dr John Lamp need a special mention. Merger discussions and planning have created an extra layer of work not generally asked of a director. Your commitment and vision are acknowledged with deep appreciation and gratitude.

Reflecting on my thoughts in last year's Annual Report I made comment of a quote regarding the pandemic - “this, too, shall pass”. Whilst we are not out of the pandemic just yet, we are certainly entering an exciting phase of the evolving life of Diversitat and Multicultural Community Services Geelong. I look forward with optimism at being able to celebrate in person the 2022 40th anniversary of Pako Festa. I hope you will join me in this very special cultural celebration of our heritage, acknowledging the past and looking forward to the future of renewed and reinvigorated social connection.

**Dr. Linda Sydor Petkovic**  
President, Diversitat



# Executive Team

**Dr. Linda Sydor Petkovic**

Executive since 1997  
President since 2002

**Zoran Dimovski**

Executive since 1998  
Secretary since 2010

**Eldo Jacob**

Executive since 2020  
Treasurer since 2020

**Sophia Shen**

Executive since 2009

**Dr. John Lamp**

Executive since 2012  
The Pulse Board of Management



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**Image:** Pako Festa 2021  
Photo credit: Matt Houston Photography



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**Image:** Karenni community leader Augustino Moedu stands in front of the Kay Htoe Boe at the Diversitat site in Geelong wearing a traditional Karenni garment. The icon symbolises unity, reconciliation and respect for the environment.







**Image:** Women from the Afghan community hosted an Iftar dinner at the Healthy Living Centre in April 2021.

# Affiliated Communities

Afghan Community	2012	Karenni Community	2012
Austrian Community	1985	Kawish	2018
Abrisa Brazilian	2015	Lithuanian Community	1978
Arabic-Iraqi Community	2017	Macedonian Community	1976
Geelong Bangladesh Society	2019	Malayalee Community	2019
Chinese Community	1985	Portarlington Maltese Pensioners Assoc	2003
Congolese Community	2012	Maori Community	2006
Croatian Community	1976	Nigeria Community	2018
Dutch Community	1986	Nepalese Community	2012
Fijian Community	1995	Polish Community	1980
Filipino Social Club of Geelong	1982	Russian Community	1986
Filipino Australian Friendship Association	1982	Barwon Sanatan Community	2018
French Community	2003	Scottish Community	1986
German Community	1983	Serbian Community	1976
St Leonards & District Greek Senior Citizens Club	2018	Sikh Community	2010
Greek Community - The Hellenic Orthodox Community of Geelong	1976	Slovenian Community	1987
Hazara Community	2015	Socia-Cultural Syriac Inc	2017
Indian Association of Geelong	2019	Spanish Community	1978
Indonesian Community	1996	South Sudanese Community	2005
Iranian Community	2008	Lao-Thai Geelong Community	2016
Irish Community	1986	Thai Community	2008
Italian Community	1976	Ukrainian Community	1986
Japanese Community	2018	Wat Lao(Geelong) Buddhist Vic Community	2019
Karen Community	2008	Wathaurong Aboriginal Co-Operative	2012



# Managers & Executive **team**



**Joy Leggo**

CEO from 1 May 2021

I have been warmly welcomed into the new position of inaugural CEO of Multicultural Community Services Geelong, and I thank all of the staff and volunteers I have met for their positive comments around the merger and what the future holds. As a values-based leader, I look forward to developing the values the Directors of the Board have chosen - inclusion, integrity, sustainability and kindness.



**Brian McMahon**

Interim CEO until 30 April 2021  
Financial Controller

I was privileged to remain Acting CEO of Diversitat up until the end of April 2021. I would like to thank our affiliated communities for voting unanimously in favour of a merger between Diversitat and MACS at Special General Meeting in late November 2021.



**Meril Perera**

Unit Manager , Business Services & Development

This year saw the loss of face-to-face contact across the communities that Diversitat works alongside for the delivery of all services, creating real service provision challenges during the 2020-21 year. The year saw incredible adaptability and innovation from staff to allow us to continue to deliver services remotely.





**Casey O'Brien**

Unit Manager, Safe & Secure

The staff response to the pandemic has been outstanding, with Settlement Services and Community Support overcoming numerous challenges faced by many teams within the department. Real progress has been made in enhancing service delivery, particularly in the areas of mental health, youth work, employment and family violence as well as general community capacity building.



**Brad Keating**

General Manager, My Maintenance Crew

28 young people from the region were provided with employment opportunities throughout the 2020-21 year, and the enterprise continues to receive exceptional feedback for its work, with a customer feedback score of 9.5/10 when surveyed post job completion.



**Robyn Martinez**

General Manager, Aged Support

While the aim of Aged Support didn't change, COVID-19 restrictions saw the reinvention of delivery methods as a result of the suspension of social support groups. This led to the introduction of a range of innovative projects to promote client engagement from home.



**Leo Renkin**

General Manager, The Pulse & Oppe Shoppe

Despite a year affected by COVID lockdowns, 94.7% The Pulse continued to provide the community with up-to-date, diverse programming that required innovative thinking and technological enhancement, while The Oppe Shoppe managed to save over 120 tonnes of landfill and supported numerous families and people experiencing hardship.



**Carolyn Jones**

Education Programs Manager

Although there were challenges, Training saw very positive completion rates this year at 57.76% against a statewide average of 41.4%, a testament to the work of our dedicated staff and trainers. Diversitat Training worked to position itself to benefit from a post-COVID environment, consolidating the qualifications offered to specialise in the care economy.



**Lisa McCarty**

General Manager, People & Organisational Culture

This year, Diversitat recruited for over 80 positions. In response to the challenges of COVID, we increased the providers and availability of our Employee Assistance Program (EAP) and upgraded and implemented comprehensive COVID safety plans to keep us safe. We also provided support to over 220 staff through the initial stages of our merger with MACS.

# CEO's Report

**Two Chief Executives**  
**One exciting future**

## **A different approach to the Chief Executive Officer Report for this year's Annual Report.**

Brian McMahon continued as Acting CEO of Diversitat until May 2021 when Joy Leggo commenced as the CEO of Diversitat as well as CEO of Multicultural Aged Care Services (MACS) and as the inaugural CEO of a new entity, Multicultural Community Services Geelong (MCSG), created by the merging of the two organisations.

Both Brian and Joy worked closely for all of the reporting year, completing a comprehensive due diligence process as well as gaining a deep understanding of each organisation's service delivery. Whilst Joy has now been appointed as the CEO of the three entities during this transitional phase and Brian has returned to his role as Financial Controller for Diversitat, the working relationship continues at a high level. We envisage that this will be case for the rest of the 2021 year and hopefully in early 2022 transitional work will be completed, final public Annual Reports for both Diversitat & MACS will be written and the new entity will be launched including a new name and brand.

We are both looking forward to this with optimism and excitement.

## **Some reflections from Brian McMahon as Acting CEO of Diversitat for the past 18 months.**

I was privileged to remain Acting CEO of Diversitat up until the end of April 2021.

Firstly, I would like to thank our affiliated communities for voting unanimously in favour of a merger between Diversitat and MACS at Special General Meeting in late November 2021. MACS members voted unanimously in favour as well. Multicultural Community Services Geelong (MCSG) was born; incorporation took place in December last year as well as ABN number being created. MCSG was approved as a registered charity with ACNC early in 2021.

The management groups of both Diversitat and MACS met for a pre-Christmas luncheon at Northern Community Hub in early December which to me was a very positive experience. This luncheon was catered for by one of our refugee families who provided multicultural food. This was a very tangible sign that MCSG would be continuing with the client focused philosophies of both Diversitat and MACS.

A significant and positive step in the merger process was the announcement in late March 2021 that Joy Leggo would be the inaugural CEO of MCSG effective from May 2021. It was also announced that Joy would be CEO of Diversitat from this date as well as remaining CEO of MACS. I have worked very closely with Joy since early March 2020 and firmly believe she is the right person to lead MCSG in both the merger process and leading MCSG in its formative years. I congratulate Joy on her appointment and wish her well.

The first tangible sign of the merger occurred in early May 2021 when the CEO, Diversitat and MACS Finance, Diversitat and MACS Administration and MACS Home Services moved into the MCSG corporate offices in Thompson Road, North Geelong.

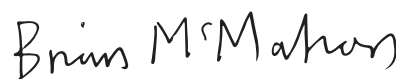
In spite of the COVID lockdown interruptions, this relocation has been successful and there is a very co-operative atmosphere present. Additional staff have and will continue to move into the office as we move along the merger journey.

Early in 2021 was an exciting time as we partially returned to onsite service delivery and office-based work. Unfortunately, this could not continue, but we all look forward to it recommencing as soon as it is safe to do so.

Towards the end of financial year there were indications that the 15 month pandemic, with its constant lockdowns, was starting to affect us financially. As with almost all industries the pandemic will continue to present significant challenges, but I am confident they can be met.

I thank Diversitat Board, Management group, staff, and volunteers for their never-ending efforts throughout the pandemic. Personally, I would also again thank Diversitat Finance Department and Marg Lakeman for their support to me in my role as Acting CEO and Financial Controller.

My final reflection is; Be proud of the past, Be excited for the future.



**Brian McMahon**

**Acting Chief Executive Officer**  
Diversitat





**Some thoughts from Joy Leggo, current CEO of Diversitat and inaugural CEO of Multicultural Community Services Geelong.**

It is a privilege to be appointed as the inaugural CEO of Multicultural Community Services Geelong. The merging of two entities that have a proud history spanning over 70 years, brings together services ranging from settlement, refugee support, community development, youth services, aged support (both residential and community based), training and education as well as the Pulse Community Radio and an Opportunity Shop. It is also well known for arranging and running arts and event projects including the Pako Festa. Having worked in the multicultural arena for the past 27 years, I am looking forward to expanding my knowledge base and looking at bringing the purpose of MCSG of "providing innovative services to support, care for and celebrate culturally diverse individuals through their life journey" to life.

I have been warmly welcomed into the new position and I thank all of the staff and volunteers I have met for their positive comments around the merger and what the future holds.

I would like to acknowledge the services of Lisa McCarty the General Manager of People & Organisational Development who made a decision to leave Diversitat to pursue other interests shortly after I commenced.

Lisa was a great advocate for the staff during her 3 years with us placing their welfare at the fore-front especially during the difficult COVID times. We wish her well for the future.

I would also like to acknowledge Brad Keating for his 3 years' service as Manager of My maintenance Crew. Brad was responsible for establishing My Maintenance Crew under a Social Enterprise Model with the support of a grant from Department of Social Services. The aim of My Maintenance Crew was to assist people at risk of long-term unemployment with skills development with the ultimate aim of them finding stable employment. Brad left in early July to pursue other interests and we wish him well for the future.

As a values-based leader, I look forward to developing the values the Directors of the Board have chosen - inclusion, integrity, sustainability and kindness. These four values will be the basis of the work that we do and as we continue the process of two becoming one, we will refine and identify what these four words will mean for MCSG.

I would like to publicly acknowledge and thank the work that Brian McMahon undertook as Acting CEO whilst maintaining his role as Financial Controller and undertaking work behind the scenes on the merger. It was an incredibly busy, challenging and stressful time for Brian.

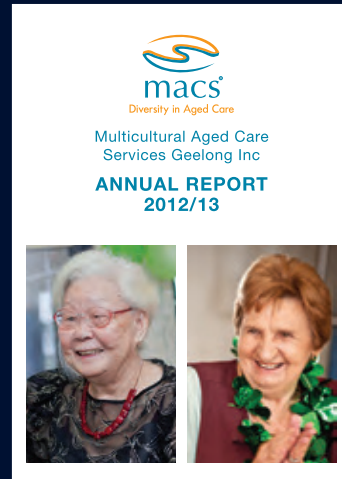
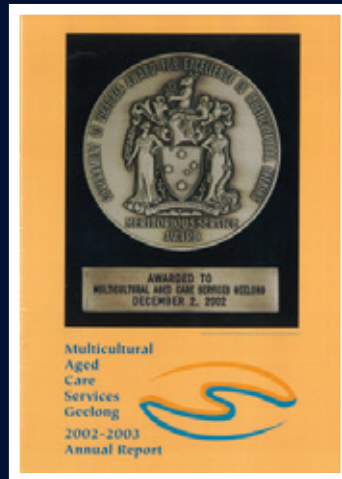
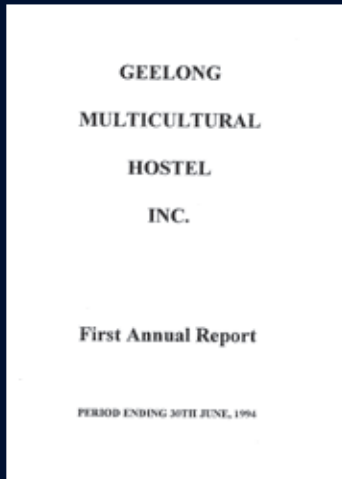
Due to his quiet and efficient manner, deep passion and belief in the work that Diversitat undertakes, he maintained the ability to handle multiple tasks at any given time.

To the Directors of MCSG, I thank you for your faith in appointing me as the inaugural CEO and for the work you have done to date in relation to the merger, but most importantly for the passion and skills you bring to the Board table. A great deal has been achieved, and as volunteers I acknowledge with gratitude the many extra hours of work that you have given in merger works. With an ongoing budget of around \$35 million and over 300 staff, the governance of MCSG is of the highest priority.

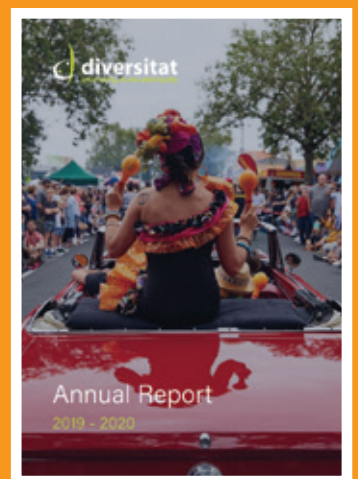
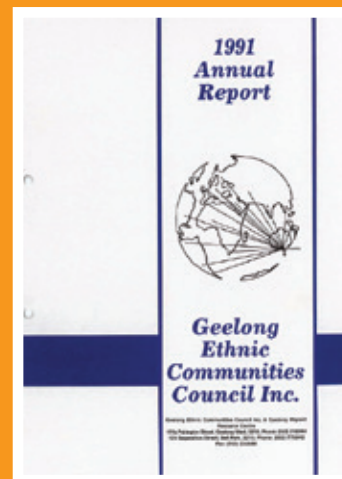
Diversitat should be proud of the work that it undertakes, the care that it gives and the services it provides. However, what a bright and exciting future our new entity has and once again how fortunate I am to be able to lead and enhance the services MCSG can offer to our community.

**Joy Leggo**  
**Chief Executive Officer**  
Diversitat (May 2021)

## 27 YEARS OF MACS



## Multicultural Community Services Geelong (MCSG)



## 45 YEARS OF DIVERSITAT



# Merger

In February 2020, the Boards of Diversitat and MACS commenced discussions around the possibility of the two organisations joining to create one entity that would represent the collective voice of the multicultural communities of Geelong.

Initially work was undertaken at a high level around governance and finances to ensure that neither organisation would be disadvantaged should the merger take place. It was agreed in late June 2020 by both Boards that there was an in-principle agreement about the proposed merger between Diversitat and MACS.

An intense amount of due diligence followed, carried out by MACS CEO Joy Leggo and Diversitat's Acting CEO Brian McMahon. All of this work was being undertaken around the COVID pandemic and the impact it would have on both organisations. We thank them sincerely for their commitment, hard work and collegiate approach to working together to complete the due diligence process.

Assistance was sought when required on issues around legal, financial and human resource matters. Consultation also commenced with the Ethnic Communities of Geelong. This due diligence and consultation process concluded in late November 2020 with both the ethnic communities and MACS Directors unanimously approving that the merger should proceed. The adoption of a new constitution and a name to be registered as Multicultural Community Services Geelong Inc. (MCSG) was accepted.

The Directors of both Diversitat and MACS became founding Board members of MCSG and on 8 December 2020 the inaugural board meeting was held. This was followed by a Strategic Planning Day in January 2021 where the following Purpose, Vision and Values were developed.

## Our Purpose

**Provide innovative services to support, care for and celebrate culturally diverse individuals throughout their life journey**

## Our Vision

**Empowering diverse individuals and communities to reach their full potential**

## Our Values


- **Inclusion** - We value our consumers and colleagues from diverse backgrounds, and we work together to enable access to our services and to increase our consumers' potential and empowerment.
- **Integrity** - We ground our work practices in the observance of equality, transparency, accountability, and safety while maintaining the dignity of our consumers and colleagues.
- **Sustainability** - We deliver long-term benefits through excellence, thoughtfulness and courage, taking into consideration how we operate in the social, ecological, and economic environments.
- **Kindness** - We hold people in high regard, are considerate of everyone's unique qualities, with kindness, compassion and understanding underpinning everything we do.

A diligent recruitment process was also put in place to appoint the inaugural Chief Executive Officer for MCSG and we are delighted that Joy Leggo, current CEO of MACS was successful in this process, commencing on 3 May 2021. Joy has legal authority to lead Diversitat and MACS and is responsible for the day-to-day operations of both organisations.

As the President of Geelong Ethnic Communities Council (trading as Diversitat) and Chair of Multicultural Aged Care Services (MACS) we remain committed to this merger and are excited by the opportunities for our well known and respected organisations as we become one.

At the forefront of our thinking has always been what this merger will mean for the communities we are here to serve.

More detailed information in relation to the merger can be found in the Multicultural Community Services Geelong Inc. (MCSG) inaugural Annual Report.

  
**Dr. Linda Sydor Petkovic**  
President, Diversitat  
**Spiro Fatouros**  
Chair, MACS



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**Image:** The Diversitat Aged Support team excitedly welcomed back their clients to the Healthy Living Centre in between lockdowns, including Gerda Sothmann (pictured). The return back to the centre for social support programs was eagerly anticipated by both clients and staff after more than 12 months of socially distanced support and activities.



# Financial Statement

## Extract from Diversitat Annual Financial Statement | Statement of Comprehensive Income

For the Year Ended 30 June 2021

	2021	2020
	\$	\$
Government grants	12,472,919	11,955,669
Dividends	2,989	2,314
Other grants	331,128	112,547
Interest	91	174
Client Services Income	2,294,540	2,095,666
Other Income	382,086	741,575
<b>Total Income from Operations</b>	<b>15,483,753</b>	<b>14,907,945</b>
Employee expenses	(11,303,576)	(10,436,430)
Depreciation expense	(733,641)	(708,212)
Operating expenses	(3,288,027)	(3,605,353)
<b>Total Expenditure from Operations</b>	<b>(15,325,244)</b>	<b>(14,749,995)</b>
<b>Surplus/(Loss) for the year</b>	<b>158,509</b>	<b>157,950</b>

The complete financial statements including notes and auditors report can be obtained by emailing me directly at [brian.mcmahon@diversitat.org.au](mailto:brian.mcmahon@diversitat.org.au)

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

# Settlement Services & Community Support

Program service delivery has been significantly impacted by COVID-19 this year, with a marked decline in new arrivals into the Humanitarian Settlement Program. The year also saw the loss of face-to-face contact across the communities that Diversitat works alongside for the delivery of all services, creating real service provision challenges during the 2020-21 year.

The staff response to the pandemic has been outstanding, with Settlement Services and Community Support overcoming numerous challenges faced by many teams within the department. Real progress has been made in enhancing service delivery, particularly in the areas of mental health, youth work, employment and family violence as well as general community capacity building. In addition to this, innovative and creative approaches have been taken to inform CALD communities about COVID-19 and government restrictions and requirements in this regard. The use of a range of social media messaging platforms to keep communities updated and to tell client stories has been a real highlight during the year.

All programs have managed to comply with performance reporting requirements despite the challenges of the pandemic, and this has seen a significant amount of new funding come into the department which is directly linked to enhanced funding application processes. It has been a very successful year for funding applications with 15 of the 24 applications being successful for a total of \$1,421,877 in new funding.

The department was also grateful to receive community grants for several programs, including the HSP Housing Program supported by the Geelong Community Foundation, the New Futures Program funded by Give Where You Live, asylum seeker client support from the ECSTRA Foundation, youth programs supported by the Dawn Wade Foundation and a health and wellbeing initiative funded by Australia Post.

The department thanks volunteers for their work in the New Futures Program. Volunteers are also engaged as part of the Driving Program.



**Image:** The Community Development Team take their clients on a trip to Sorrento.



**Image:** Participants of the Skills Passport Workshop receive their completion certificates.



**Image:** Staff enjoy an in-person team meeting in between lockdowns.





## Services Provided

Family Services  
Family Preservation and Reunification Program  
Financial Counselling (Specialising in family violence, prison work, problem gambling and energy hardship)  
Tenancy Assistance and Advocacy Program  
Housing Program (New Arrivals)  
Asylum Seeker Services  
Status Resolution Support Services  
Immigration and Citizenship Services  
Family Violence Initiatives  
Employment Initiatives  
Mental Health and Carer Support initiatives  
Youth and Youth Justice Services  
Community Development and Capacity Building  
Driver Education Program  
Humanitarian Settlement Program  
Settlement Engagement and Transition Service



**12,510 social messaging views**



**1,167 financial counselling clients**



**1,006 Settlement Engagement and Transition Support (SETS) Program cases**





# Aged Support

**Diversitat Aged Support provides social support groups, a meal delivery service, welfare checks, a Community Visitor Scheme (CVS), Access and Support Service, a Barwon South West Diversity Advisor, a National Disability Insurance Scheme Community Connector Program and catering services. Aged Support aims to support at-risk and vulnerable individuals who are socially isolated by providing meaningful and engaging activities. This enables them access to the wider community and diverse services.**

While the aim of Aged Support didn't change, COVID-19 restrictions saw the reinvention of delivery methods as a result of the suspension of social support groups. This led to the introduction of a range of innovative projects to promote client engagement from home, including the 'Together Art Project', our time capsule and the 'Warm House Safe Project'. The department organised IT equipment for clients to assist them in connecting to online group sessions at home, and the radio show 'The Club' on 94.7 The Pulse helped to keep clients engaged and informed.

This year saw the continuation of the Diversity Theatre Project, an initiative funded by the Federal Health Department and aimed at senior members of Geelong's Aboriginal and Torres Strait Islander, LGBTI+ and Culturally and Linguistically Diverse (CALD) communities and centred around the health and well-being advantages of participation in the Performing Arts. The first part of a documentary on the project was completed this year and is scheduled to air on SBS later in 2021.

In June, Aged Support held Geelong's first Diversity Symposium. The symposium was funded by Multicultural Festivals and Events Victoria to promote and celebrate diversity and inclusion in Geelong. The event was a partnership with two other of the region's peak diversity organisations: Wathaurong Aboriginal Cooperative and Geelong Rainbow Inc. In the spirit of COVID-19, the 70 participants attended online, enjoying training on; working with CALD communities, a workshop on LGBTI+ diversity and inclusion and an Aboriginal and Torres Strait Islander cultural safety session.

Aged Support would like to thank the volunteers who assisted with the Community Visitor Scheme (CVS) when COVID restrictions allowed through regular visits to recipients with social activities, company and support.



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**Image:** Aged Support clients received home delivered activity packs throughout COVID lockdowns.



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**Image:** The Aged Support department introduced a meal delivery service to ensure our clients and the community had access to affordable, nutritious meals during lockdown.



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**Image:** The Diversity Theatre participants.



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**Image:** All events transformed to COVID-safe formats including the exciting annual Tomato & Chilli competition which was showcased live online.



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**Image:** In 2021 Diversitat Aged Support together with Wathaurong Aboriginal Co-operative and Geelong Rainbow Inc. presented Geelong's inaugural diversity symposium.



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**Image:** Time to bury the time capsule! The time capsule features over 70 journals from clients, volunteers and staff with stories, thoughts and images from lockdown.



# Training

**Diversitat Training's objective is to be the provider of choice for the care industry.**

**Although there were challenges, training saw very positive completion rates this year at 57.76% against a statewide average of 41.4%, a testament to the work of our dedicated staff and trainers.**

COVID-19 has had a devastating effect on the training industry, presenting many challenges to the sector ranging from online learning to students being unable to complete placement components of courses. This, along with changes in the qualifications being delivered by Diversitat Training, has seen a downturn in students, from 1,158 last year to 659 this year.

The lockdowns required a significant pivot of both operational and delivery activities from classroom-based learning to remote learning and working. Despite the quick adaptation of staff, remote learning was difficult for several cohorts, particularly those learning English, and as a result student retention and recruitment numbers significantly declined.

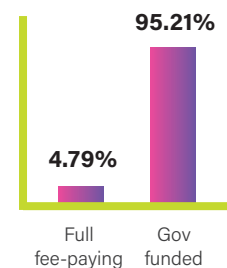
Although there were challenges, training saw very positive completion rates this year at 57.76% against a statewide average of 41.4%, a testament to the work of our dedicated staff and trainers. The department worked to position itself to benefit from a post-COVID environment, consolidating the qualifications offered to specialise in the care economy. This saw qualifications on our scope of register go from 28 to 15 courses and the launch of the 'Age of Caring' campaign, to align the specialisation of the RTO with Diversitat's provision of community services to CALD and vulnerable communities in the Barwon region. Diversitat Training's objective is to be the provider of choice for the care industry.

The organisation continued to work on the rectification plan put in place following the Australian Skills Quality Authority (ASQA) audit in early 2020. In February 2021, Diversitat Training was subjected to a Skills First audit. While this audit highlighted some minor non-compliances, it showed that the overall work put into improving our processes had been prosperous and the minor non-compliances identified on this occasion were satisfactorily rectified in a short time span.

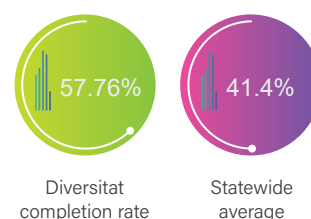
**1 staff member for every 16.47 students**



**4.79% full fee-paying students and 95.21% received government funding for their training**



**57.76% completion rate against a statewide average of 41.4%**








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**Image:** Diversitat Training was visited by Parliamentary Secretary for Skills and Training, Cesar Melhem MP.

Mr Melhem visited the Northern Community Hub, and paid a visit to one of our English classes, before touring one of our Horticulture classes in the Hope Community Garden.

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**Image:** Student Services staff member Sara Chehrenegar. The department worked to position itself to benefit from a post-COVID environment, consolidating the qualifications offered to specialise in the care economy.

This saw qualifications on our scope of register go from 28 to 15 courses and the launch of the 'Age of Caring' campaign, to align the specialisation of the RTO with Diversitat's provision of community services to CALD and vulnerable communities in the Barwon region.



# My Maintenance Crew

**This year, My Maintenance Crew (MMC) rebranded to project a more commercial image to prospective customers. This process also saw the enhancement of the MMC website enabling improved navigation and easy access to information.**

The enterprise continued to expand its range of services, and also managed to secure major ongoing commercial contracts for organisations like John Holland, Fulton Hogan and Worksafe. The organisation has benefited from a new Victorian government target of 3% spend with social enterprises like MMC on major public projects such as the Chisholm Road Prison Project and the Barwon Heads Road Duplication.

The main services provided by the organisation to the Greater Geelong region are commercial and residential cleaning, landcare, gardening, fencing and gates, carpentry, general and facilities maintenance, plumbing and painting along with many more specialised services.

Despite a growth in services, MMC continues to receive exceptional feedback for its work, with a customer feedback score of 9.5/10 when surveyed post job completion. While the organisation continues to work on providing these services at high standards and competitive prices, the real objective is to provide local young people with employment opportunities and valuable skill development. To that end, 28 young people from the region were provided with employment opportunities throughout the 2020-21 year.

The organisation has a bright future thanks to major contracts such as the Chisholm Road Prison Project with John Holland which commenced in 2020 and is expected to continue for the next two to three years along with continued interest from the community in utilising our services.



**9.5/10 customer satisfaction score**



**28 young people employed**





# The Pulse

Despite a year affected by COVID lockdowns, 94.7 The Pulse continued to provide the community with up-to-date, diverse programming that required innovative thinking and technological enhancement. A prime example of this was our 'digital democracy' local government election forums which took place between candidates via Zoom covering the Greater Geelong, Surf Coast Shire, Golden Plains and the Borough of Queenscliffe local government areas and broadcast live-to-air.

Likewise, a live broadcast of Pako Festa was also conducted under COVID restrictions from Pettit Park. Multicultural music, dance and food brought everyone together for celebration and to spread the word about remaining safe during these difficult times.

The lockdowns created an opportunity for us to focus on available grants allowing the completion of required infrastructure upgrades. Thanks to our hard-working staff and volunteers we were able to upgrade our studios for the first time since 1991 and receive funding to complete the installation of a 25.9kW solar system after fundraising for the project began six years ago.

During such a trying year the importance of The Pulse became apparent to all. Working closely with the state government and providing advice on how to deliver relevant COVID related messages via language announcements into CALD communities was the focus of an ABC national news report on The Pulse. Language announcements in conjunction with both the City of Greater Geelong (COGG) and the National Ethnic Multicultural Broadcasting Council (NEMBC) were able to provide important updates for different cultural and linguistic groups in our local communities and those further afield. During lockdowns, the station offered emergency live broadcasting from the studios for two hours, seven days a week while other pre-recorded programs were sent from presenters' homes to be played on air. Once emerging from lockdown, The Pulse was quickly able to return to its regular broadcasting.

In the time between lockdowns, The Pulse was able to achieve two rounds of broadcast training for future presenters. The station also broadcast the first-ever Geelong and District Football League (GDFL) indigenous round and in conjunction with the National Ethnic and Multicultural Broadcasters' Council (NEMBC) broadcast live in Spanish from the MCG in the station's first AFL game.

The Pulse this year was also saddened by the passing of long-time volunteer Steven Solomonson whose valuable contribution to the Pulse will be missed by all. A very special thanks to all staff, volunteers, supporters and board of management members who have ensured that people remain safe and informed during the pandemic.

14

COVID updates for the community in 14 different languages

106+

Hours live emergency broadcasting during COVID



# The Oppe Shoppe

Limited opening days due to this year's COVID lockdowns has not deterred the 20+ volunteers and staff that remain hopeful of better days ahead. Despite the limited trading hours, The Oppe Shoppe managed to save over 120 tonnes of landfill and supported numerous families and people experiencing hardship.

When possible, the tireless volunteers helped out with tasks from emptying donation bins, to sorting goods for the shop, testing and tagging electrical equipment and working the till. While the shop couldn't hold their regular "Oppe Shoppe After Dark" event, they continued to welcome both new and regular customers alike.

A very special thank you goes out to The Oppe Shoppe Committee who continued to innovate during the pandemic while offering support and remaining upbeat despite some of the difficult restrictions imposed on the retail sector. The committee's positive "can-do" attitude has seen The Oppe Shoppe, when able to open, remain a thrifty hive of activity for those requiring assistance and those searching for a bargain.



**20+ volunteers & staff**



**120+ tonnes of landfill saved**



**Supported numerous families & people experiencing hardship**







THE  
**OPPE SHOPPE**  
A social enterprise of Diversitat

# Toys

# Pako Festa

Pako Festa looked very different in 2021 due to the COVID-19 pandemic but was still an incredible celebration of multiculturalism and diversity. The COVIDSafe format for the event featured three different elements -

A global food offering, night projections and an arts trail. The Global Food offering was held on the traditional day of Pako Festa – the last Saturday in February and for the first time saw the event extend beyond Pakington Street.

Event-goers were encouraged to pre-order delicious food from 18 of Geelong's ethnic communities online with something to suit all tastes from Indonesian Gado Gado to French macaroons and a Wathaurong Bushtucker BBQ. Selected locations such as Petit Park and Diversitat's Northern Community Hub featured live, cultural entertainment like Japanese drumming and Fijian dancing just to name a few.

Taking the place of the parade was a COVIDSafe offering of night projections over two weeks, highlighting 30 diverse communities and an intimate insight into each culture. Most importantly, the project paid tribute to the important contribution Geelong's local diverse communities have made to the success of Pako Festa over its 39-year history. The night projections were displayed on the Geelong West Town Hall each night for two weeks, and visitors enjoyed seeing a 20-minute audio-visual display created by local projection artist Matt Bonner.

The projections featured 30 people from local ethnic communities telling their stories and the importance of their culture. Local photographer Chrissie Francis was commissioned to capture images that reflect Geelong's rich and diverse community, elements of culture and most importantly a level of pride in each portrait. The multicultural display was unlike anything seen before in Geelong and was met with a lot of positive feedback from visitors.

The arts trail along Pakington Street displayed the work of local artists and gave people the opportunity to explore in their own time and in a COVIDSafe way over the month of March. There was a wide variety of artworks from 19 local creatives and artistic mediums. The works touched on many different themes from coping with the lockdowns of 2020 to celebrating the beauty and rich colours of local Geelong landscapes.

The 2021 Pako Festa was presented and produced by Diversitat, and supported by the Victorian Government and The City of Greater Geelong. It could not have been delivered without the support of the local ethnic communities, The Committee for Geelong, TAC, Xtreme Technology, Geelong Advertiser, SC Technology Group, 94.7 The Pulse, Bidfoods, WorkSafe, What's On Magazine, Hodges Real Estate, Forte, Eat & Drink Mag, Cloverdale Community Centre, Geelong West Neighbourhood House and the Pakington Street Traders Association.

## Pako Festa 2021 Event Team

Event Director, Luisa La Fornara

Risk Management and Production, Rachella Thomas, Event Kit

Trader Liaison Arts Trail, Dare Tekin

Communications & Marketing Mitchell Dye

Graphic Design, Vanessa Radicevski

Administration, Sharon Minner



**Image:** The Dutch community cooking for Global Food Day.



**Image:** Croatian performers at the Global Food Day.





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**Image:** Visitors enjoy the 2021 Pako Festa night projections on the Geelong West Town Hall - a stunning 20 minute audio-visual display by local projection artist Matt Bonner.

Photo credit: Matt Houston Photography



# In the Media





# Inaugural event celebrates diversity

BY GEORGIA HOLLOWAY

GEELONG'S inaugural diversity symposium has celebrated inclusion across the region with peak bodies delivering the important messages.

Held on June 18, the online event was presented in partnership with Diversitat Aged Support, Wathaurong Aboriginal Co-operative and Geelong Rainbow Inc.

More than 70 participants received training with culturally and linguistically diverse communities, participated in a workshop on LGBTIQ diversity and inclusion as well as completed an Aboriginal and Torres Strait Islander cultural safety session.

Wathaurong Aboriginal Co-operative CEO Lisa Briggs called the partnership between the peak diversity organisations essential to delivering an inclusive program.

"We look forward to continuing our partnership with Diversitat and Geelong Rainbow Inc to provide the Geelong community with access to training, information and resources on the importance of centering the voices of Aboriginal and Torres Strait Islander people and their experiences," she said.

Geelong Rainbow Inc president Andrew Guillaume credited the event with facilitating support between all communities.



Ngara McEwen, Mietta Scarlett and Piper Knox performed indigenous cultural dances.

"The collaboration was a meeting of like-minded people who share the vision of uniting with one clear message - we are stronger together," he said.

"The inaugural Diversity Symposium is evidence of that. Celebrating Diversity and Inclusion is something the LGBTIQ+ community is renowned for, and we are very excited moving forward with our community allies."

"In uncertain times, one thing is for certain - now, more than ever - it is essential to celebrate not only our similarities, but our differences."

Funded by Multicultural Festivals and Events Victoria, participants enjoyed the culturally inspired entertainment from Piano Bar by Joss Russell, One Spirit Africa and Aboriginal and Torres Strait Islander culture.

Mietta Scarlett, Ngara McEwen, Diversitat Aged Support Robyn Martinez said she was the positive feedback followed.

"Thank you to everyone who contributed to our online Diversity Symposium," she said.

"Due to the overwhelming response from facilitators and participants, we are already planning our next event."



Andrew Guillaume from Geelong Rainbow Inc, Aunty Nellie Flagg and Robyn Martinez from Diversitat Aged Support. Photo: SUPPLIED

## Merger to amplify Geelong's multicultural voice

HARRISON TIPPEE

TWO of the region's largest and oldest multicultural organisations have agreed to merge.

Diversitat and Multicultural Aged Care Services (MACS) have agreed "in principle" on a new organisation to amplify the voices of Geelong's multicultural communities.

MACS chief executive Joy Leggo said the organisations had similarities worth exploring in the proposed merger.

"Each organisation has shared values of diversity, dignity, respect and empowerment for multicultural people living in and around Geelong," Ms Leggo said.

"Bigger is not always better, but in this case we truly believe

it is. The proposed merger will enable us to grow in size, scale and impact. It will allow us to continue to provide the very best care and support for the multicultural people in the Geelong region in all stages of their lives."

Diversitat interim chief executive Brian McMahon said the merger would create a stronger voice.

"The proposed merger combines 70 years of knowledge and experience between the two organisations," Mr McMahon said.

A steering committee will conduct a review of the combined assets, funding commitments, staffing and services across the organisations before helping prepare a vision for the future.

V1 - 04/01/2024



**DIVERSITAT HAS RED HOT GROW**

THINGS got red, hot and spicy at Diversitat Aged Support's annual tomato and chili competition on Friday. In its fifth year, competition was again fierce as Geelong's green thumbers brought in their prized

produce for judging. There were plenty of categories on offer, from hottest chili to biggest tomato. Judge Roy Pakziam (above) showed off some of the best in show entries. Picture: GLENN FERGUSON

# In the Media

## READY TO HELP JOB HUNTERS

**NATALIE KERR**

A GEELONG program aimed at providing assistance for those seeking employment is recruiting new participants.

Diversitat's Reconnect Program sees each participant paired with a support worker, who assists them to find a suitable accredited course to gain employment.

Their worker also is available to address needs such as mental health, housing, drug issues and transport.

Corio's Tiana Newton, 28, is completing a traineeship with the Transport Accident Commission under the support of the government-funded program.


"I was working in hospitality since I was 12, so I decided to make the switch to something new and I'm really enjoying it so far," she said.

The program has been operating in Geelong for four years, helping people who have left school early to re-engage in study to gain employment.

To be eligible, you must be aged 17-64 and not have completed VCE or Cert II or above.

The program is taking on new participants until November 30.

For more details, visit [training.diversitat.org.au/reconnect](http://training.diversitat.org.au/reconnect) or call 5246 9600.



Tiana Newton is doing a traineeship with the TAC as part of Diversitat's Reconnect Program.  
Picture: PETER RISTEVSKI

## LETTERS & TEXTS

Gas, like coal, is a fossil fuel – it's not the future, it's old technology that's quickly becoming redundant. We don't want this sunset industry with all its negative impacts on tourism, health and the environment.

The community must be involved in significant decisions that shape our future. Geelong people are resilient and forward-looking who aspire to be job makers and Earth keepers.

**Vicki Purvett,**  
Geelong Sustainability president

**SOCIAL ENTERPRISES ADD VALUE TO COMMUNITY**

As a long-time worker and advocate in the social enterprise and procurement sector, it frustrates me to hear misunderstandings of their structure and value.

Social enterprises (SEs) are businesses that trade to tackle social problems, improve communities, provide people access to employment and training, or help the environment.

Victoria has over 1500 SEs, employing 60,000 and contributing \$5.2bn to the local economy.

When business and government choose to buy from social enterprise, we refer to this as social procurement (SP).

The Victorian government is a key driver of change, having introduced a social procurement framework, which mandates all contracts have a percentage allocated to a social enterprise.

Unfortunately, many organisations still simply "tick the box" and fail to seize the opportunity to capitalise on the added value of an SE. The power of buying socially means that every time goods and services are brought from an SE, positive social change is also created.

Never has the need for engaging social enterprises been so important – the rising unemployment created by COVID-19, Geelong's history of long-term youth unemployment, and the loss of so much local industry means this should be at the forefront.

Fortunately, Geelong has several outstanding social enterprises that operate in an open, competitive market, but also address these rising social concerns. We just need more people who "get it" and choose to use their purchasing powers responsibly, adding value to our community!

**Brad Keating, My Maintenance Crew**

## ADDY ONLINE POLL

Have you been sunburnt this summer?

**YES 22% | NO 78%**

Register your vote at [geelongadvortiser.com.au](http://geelongadvortiser.com.au)

## The Pulse to livestream a week of election forums

**BY JAMES TARDON**

COMMUNITY radio station 94.7 The Pulse will hold a series of council election forums with candidates from across the Geelong region via Zoom in the first week of October, and will broadcast the Q&A-style event live on air and broadcast it online.

From October 5, candidates from all the wards in the region's municipalities will answer questions pre-submitted by the public in a "digital democracy" forum designed to seek around the existing COVID-19 restrictions.

The new forums will be run over five days.

94.7 The Pulse has a long history of providing the Geelong community an opportunity to put forward their questions to democratic candidates in a balanced, open and constructive way.

The democratic process is not an informed vote. Pulse endorses the fact that a candidate is going to keep their word before the forum.

"These forums are such an important part of the democratic process at a grassroots level. People have a right to ask questions and keep candidates accountable – that's what these forums are about, and why they must happen."

The dates and times for each forum are:

**October 5**

- 9am - 1pm: **Argus/Lorne**
- 1.30pm - 2.30pm: **Shepparton**

**October 6**

- 9am - 1pm: **Golden Plains Shire**
- 1.30pm - 2.30pm: **Wendouree**

**October 7**

- 9am - 1pm: **Kardinia**
- 1.30pm - 2.30pm: **Wendouree**

**October 8**

- 9am - 1pm: **Geelong**
- 1.30pm - 2.30pm: **Geelong**

**October 9**

- 9am - 1pm: **Geelong**
- 1.30pm - 2.30pm: **Geelong**

Community members are encouraged to submit questions online at [947thepulse.com.au](http://947thepulse.com.au) or via email to [questions@947thepulse.com.au](mailto:questions@947thepulse.com.au).



94.7 The Pulse has frequently held forums where people can put questions to election candidates, including this one during the 2019 federal election.





**STANDARD INFORMATION**

"It is a good wish," she says.

## BY ALISON MARTIN

THE UNIVERSITY OF CHICAGO



**Image:** Pako Festa 2021

Photo credit: Matt Houston Photography

# Thank you

## A

Aberdeen Street Early Learning Centre  
Access Your Supports  
Adult and Community Education Victoria Inc.  
(ACEVic)  
Adult, Community and Further Education (ACFE)  
Adroit Insurance  
Aged Care and Quality Commission  
AMES Australia  
Australian Lamb Colac  
Australian Muslim Women's Centre for Human  
Rights

## B

Bank of Melbourne  
Barwon Aged Care Assessment Services  
Barwon Child, Youth & Family Services  
Barwon Community Legal Centre  
Barwon Disability Resource Council  
Barwon Health  
Barwon Health – Mental Health Carers Respite  
Barwon Health – Refugee Health Nurse  
Barwon Prison  
Barwon Water  
Barwon Youth  
BATForce  
BCC Betta Home Living Geelong  
Bean Squeeze – North Geelong

Beis Efraim College Limited  
Bellarine for Refugees  
Bellarine Secondary College  
Belmont High School  
Bethany Group  
Bike Safe Geelong  
BK Plumbing  
Boral  
Bright Minds Early Learning Centre Bannockburn  
Bright Steps Early Learning and Care  
Brophy  
Bunnings – North Geelong  
Bupa Aged Care Australia  
Bupa Care Services

## C

Caroline Caldwell – The Gordon Skills and Job  
Centre  
CDC Geelong  
Centre for Culture Ethnicity and Health  
Centrelink  
CFA Geelong  
Childcare Management Services  
Child FIRST  
Chris Drayton – Xtreme Technology  
Chris Mackey & Associates  
Christine Couzens MLA, Member for Geelong  
City of Greater Geelong (CoGG)  
City of Greater Geelong – Youth Development  
Unit  
Clonard College  
Cloverdale Community Centre  
Codeacious



# For your generous support

Colac Neighbourhood House  
Colac Otway Shire  
Coles Corio  
Colliers International  
Committee for Geelong  
Community Hubs Australia  
Community Hub Inc. Colac  
Community Visitors Scheme  
Consumer Affairs Victoria  
Coulter Roache Lawyers  
Covenant College  
CSB Electrical

## D

Davidsons  
Dawn Wade Foundation  
Deakin University  
Deakin University – OT Department  
Department of Education  
Department of Health – Commonwealth Home Support Program  
Department of Health and Human Services (HACC PYP)  
Department of Human Services Youth Justice  
Department of Immigration & Border Protection  
Department of Infrastructure and Regional Development  
Department of Justice (Represented by Consumer Affairs Victoria)

Department of Premier and Cabinet  
Department of Social Services (DSS)  
Department of State Development, Business and Innovation  
Drysdale Grove Aged Care Facility  
DOW Performance Materials (Australia) Pty Ltd  
DVJS Employment Solutions

## E

Eastside Cranes – Anthony Devlin  
Eddy Kontelj  
Emerald Tree Counselling and Consulting  
Ethnic Communities Council of Victoria (ECCV)  
Event Kit

## F

Fagg's Mitre 10 – Barry and Keith Fagg  
Federation Children Newtown  
Federation of Ethnic Communities' Councils of Australia (FECCA)  
Finepoint Real Estate  
First Steps Childcare  
Food For Thought  
Freshwater Creek Service Station  
Fulton Hogan – South West Alliance  
Fyansford Development Pty Ltd





# Thank you

## G

Gateways Support Services  
Gayle Humphries  
Geelong Advertiser  
Geelong Arts Centre  
Geelong Baptist College  
Geelong Community Foundation  
Geelong Food Relief  
Geelong Football Club  
Geelong High School  
Geelong Interfaith Network  
Geelong Men's Shed  
Geelong Milk  
Geelong Mums  
Geelong One Developments  
Geelong Rainbow Inc.  
Geelong Region Local Learning and Employment Network  
Geelong Settlement Planning Committee  
Geelong Technical Education Centre – The Gordon  
Geelong West Neighbourhood House  
Generator Rentals Australia  
GenU  
Gforce Employment Solutions  
Gforce Staffing Solutions  
Give Where You Live  
Glastonbury

GROW

Gunditjamara Aboriginal Cooperative –  
Warrnambool

## H

Habitat Therapeutics Pty Ltd  
Hanlon Industries  
Happy Feet Early Learning Centre  
Headspace Barwon  
Hepatitis Victoria  
Hungarian Community

## I

Ian Potter Foundation  
Ian Weeks Fabrication  
Ian Wheeler  
iBuilt Group  
Iona College

## J

Jack Brockhoff Foundation  
John Holland

## K

Kardinia Childcare & Kindergarten  
Kardinia Park Stadium Trust  
Khan Curry Hut  
Kids World Geelong  
Kinetic Engineering Services  
Kmart Corio  
KYO  
Kyrra's Koffee



# For your generous support

## L

Lake Imaging  
Lara Secondary College  
Lavers Hill P-12 College  
Laverton Community Centre  
Leisure Networks  
Leopold Community and Learning Centre  
Lifeline  
Life Saving Victoria  
Linked Building  
Lions Club Corio  
Luisa La Fornara  
Luson Aged Care Pty Ltd

## M

MacKillop College Werribee  
Marina View Cafe  
Matchworks  
Matherson Construction Group  
Matthew Flinders Girls Secondary College (MFGSC)  
Maurice Blackburn Lawyers  
McHarry's Buslines Pty Ltd  
Melbourne Victory Football Club  
Men's Community Kitchen  
Mowers Galore  
Mustang & Co  
Multicultural Aged Care Services  
Multicultural Centre for Women's Health

## N

National Australia Bank – Geelong West  
National Ethnic Multicultural Broadcasters Council (NEMBC)  
NDIS  
Nelson Park School  
Netball Victoria  
Newcomb Secondary College  
Nilsen Electrical  
Nook Architects  
Norlane Community Initiatives  
Norlane Pharmacy  
Norris Construction Group  
Northern Bay College  
Northern Futures  
North Geelong Secondary College

## O

Occasions Event Hire  
Office of Multicultural Affairs & Citizenship  
Orange Door  
Our Place  
Our Watch

## P

Paint It Black  
Pakington Street Traders  
P & G Bakery  
Peter Doyle





# Thank you

Peter Murphy Automotive  
Pettavel Winery and Restaurant  
Phil Hines Photography  
PK Creative  
Platform Arts  
PPG Taubmans

## Q

Queenscliff and District Neighbourhood House  
Queenscliff Brewhouse  
Queenscliff Men's Shed  
Queenscliff Music Festival – Chris Longmore  
Queenscliff Uniting Church and Community

## R

RACV – Rory Sackville  
RapidClean Geelong  
Reading Writing Hotline  
Reclink  
Refugee Council of Australia  
Refugee Legal  
Regional Development Victoria (RDV)  
Richard Marles MLA  
Rosewall Neighbourhood Centre  
RTO Advice Group  
Run M Ragged

## S

Sacred Heart College  
Saint Ignatius College  
Salvation Army Community Services Programs  
Salvos Connect  
Sarah Henderson MP  
SC Technologies  
Scanlon Foundation  
SCOPE  
Second Bite  
Settlement Council of Australia (SCoA)  
Sexual Assault and Family Violence Centre (SAFV)  
Shine On Foundation  
Skills Victoria  
Sleepy Hollow Blues Club  
South Valley Baptist Church  
South West TAFE  
Spectrum Migrant Resource Centre  
St Joseph's College  
St Luke's Uniting Church – Highton  
St Paul's Lutheran Church – Grovedale  
State Emergency Services (SES) Geelong  
Strategies 4 Excellence  
Streamline Media  
Supercats Basketball

## T

Telstra Business Centre  
The Fagg Foundation  
The Knight  
The Mulch Centre  
The Potato Shed  
The Shell Club



# For your generous support

Time for Youth

TLC Aged Care The Belmont

TLC Aged Care Warralily

Torquay Community Centre

Torquay Early Learning Centre

Total Events

Total Tools – North Geelong

Translating and Interpreting Services (TIS)

Transport Accident Commission (TAC)

Turi Foods – Geelong Golden Farms

## U

Uniting Aged Care Kalkee Day Respite

Uniting Care

Uniting Church – Queenscliff

## V

VicRoads

VicSuper

Victorian Curriculum & Assessment Authority

Victorian Group Training Company Ltd

Victorian Multicultural Commission (VMC)

Victorian Regional Channels Authority

Victoria Police (Corio and Geelong)

Volunteering Geelong

## W

Wathaurong Aboriginal Cooperative

Wathaurong Glass

Western Heights Secondary College

Westpac Bank

West Vic Staffing Solutions

Wilsons Road Early Learning Centre

Woolworths Corio

Wombat Gully Plant Farm Geelong

Worksafe

## X

Xtreme Technology

## Y

Youth Approach to Pregnancy and Parenting Program

Youth Connect

Youth Justice

Youth Law

Youth Support & Advocacy Service (YSAS)





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**Image:** Diversitat volunteer Roy Pakzamir pictured in the Hope Community Garden at Diversitat.