GOLDEN YEARS is a newsletter on ethnic aged care issues produced by the Ethnic Communities’ Council of Victoria, jointly supported by the Victorian and Australian Governments.

Issue Number 110, Spring Edition October 2012

Golden Years

Special Issue: Carers and Caring in CALD Communities

Photo: Courtesy of Carers Victoria

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The Ethnic Communities’ Council of Victoria Inc. (ECCV) is the peak body for ethnic and multicultural organisations in Victoria. It is a community based, member driven organisation committed to empowering people from diverse multicultural backgrounds. We are proud to have been the key advocate for culturally diverse communities in Victoria since 1974. For over 35 years we have been the link between multicultural communities, government and the wider community.

The organisation advocates and lobbies all levels of government on behalf of multicultural communities in areas like human rights, access and equity, improving services, racism and discrimination, community harmony, employment, education and training, health and community services, disability, child protection law and justice, and arts and culture.

We also help build the capacity of new and emerging communities and develop policy on a wide range of issues including undertaking original research in collaboration with major tertiary institutions.
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ECCV Conference
Message from the Chairperson

As Ethnic Communities’ Council of Victoria’s (ECCV) Chairperson I make sure that the voice of the multicultural community is been heard. And that’s important because Victoria is the most culturally and linguistically diverse state in Australia. The recent 2011 Census confirms this and reveals that our older population reflects the diversity of Victoria.

The Census shows that 31% of the Victorian population aged 65 and over is from culturally and linguistically diverse (CALD) backgrounds. The proportion of CALD residents is even higher for seniors 75 and over. 33% of Victorians aged 75 to 84 were born in a non-English speaking country.

The reality of Victoria is multicultural. Therefore it is necessary that government policies truly reflect our society’s diversity. ECCV has continuously lobbied government to be culturally responsive and I am pleased that we have been successful in many areas.

For example, I welcome the Federal government’s commitment to developing a National CALD Aged Care Strategy. We have worked alongside the Federation of Ethnic Communities’ Councils of Australia (FECCA) to ensure that the government is committed to developing this strategy.

In our submission to the Productivity Commission Inquiry Caring for Older Australians of July 2010 titled Caring for Older Australians in Ethnic Communities we called for the implementation of a National Cultural Diversity in Ageing Strategy. I extend my appreciation to all those who have worked towards ensuring the cultural responsiveness of aged care reforms.

The Department of Health and Ageing has engaged FECCA to devise a National CALD Aged Care Strategy together with its constituency. A first of a series of consultations was held at ECCV in early September this year. ECCV and FECCA have also been successfully advocating for the establishment of a National CALD Ageing Network which has been agreed by government and is now in its initial stage of development. These are all important developments of which ECCV and our members can be proud.

I also welcome the establishment of the Ethnic Elder Abuse Prevention Project. This project, jointly run ECCV and Senior Rights Victoria aims to raise awareness in ethnic communities about elder abuse. The project will work with the Chinese and Greek speaking communities in the first year of the project.

The theme of our special spring edition of Golden Years, showcases Carers and Caring in CALD communities. It is a topic that we felt needed special attention. I hope that this issue will provide you with valuable insights around caring for people with a CALD background.

Joe Caputo, OAM
Chairperson
Ethnic Communities’ Council of Victoria

Carers and Caring in CALD Communities
Caring in ethnic communities is the featured topic of this special spring edition of Golden Years. Each article gives different perspectives on caring, making this edition of Golden Years inspiring to read. I hope this special edition will serve as a useful resource for all those interested in the topic.

_Caring in ethnic communities_ by Carers Victoria gives an overview of the issue and shows us the difficulties carers encounter, as well as issues specific to CALD communities. For example, carers from ethnic backgrounds are more reluctant to use support services. Therefore, the work that has been done by the Australian Greek Welfare Society in conjunction with Carers Victoria to link up CALD seniors with government and other available services is exemplary and valuable.

Further, the issue of mental health is highlighted as Kali Paxinos speaks of her experience while caring for her mentally ill son and her role as carer consultant. With her tireless work she has contributed to a better understanding of mental health in CALD communities.

The recently enacted (July 2012) Carers Recognition Act for Victoria values and promotes the role of carers. Within CALD communities the issue of trust in support services plays an important role, as ethnic carers are concerned about whether services respect their culture and family values. An additional article focuses on the notion of elder abuse and the connection to caring within the Chinese community. Also in this edition, we have a variety of references to culturally responsive resources for carers and service providers.

In the _General_ section, ECCV’s elder abuse prevention project and the CALD grants program for isolated seniors are featured. The CALD grants program is funded by the Department of Health and implemented in collaboration with ECCV.

_Nikolaus Rittinghausen_  
Policy Officer Aged Care  
Editor
With around a quarter of Australians born overseas – and with caring occurring in roughly one in eight people – carers from culturally and linguistically diverse (CALD) backgrounds make up a large cohort of the carers in our community.

CALD carers share a lot of the common caring experiences such as isolation, stress, burnout, and lack of assistance in their roles. But cultural issues and conflicts can add extra challenges to an already difficult role.

Research has shown that a high proportion of family carers from ethnic backgrounds don’t access formal services to help them in their caring role. This may be due to language and communication difficulties, family and cultural expectations, a lack of culturally appropriate services, or simply because carers do not identify with the term and therefore are unaware of the supports available.

In addition, the emotional support needs of carers are complex and providing it requires skill. It involves different levels of loss and grief issues as well as managing different types of emotions in relation to the caring relationship. For carers from CALD backgrounds, losing their identity and connections by moving to a new country also impacts on their emotional support needs.

CALD carers may need more support than carers from an English speaking background in order to access, or even accept, services. Making use of translating services and engaging ethno-specific organisations to help develop culturally appropriate information is a positive step in helping CALD carers get the information and support they need. Awareness of these issues can help aged care providers to better understand and support caring families get the help they need.

Aged care workers are in a position to help carers assess whether their beliefs and values about caring are helping or hindering their health and wellbeing. Unless we do this, we contribute to carers continuing to think they must sacrifice their own needs in order to fulfil their own and others expectations. Working with culturally diverse carers in this way promotes sustainability of care at home and better quality care.

Understanding cultural values about the responsibility to care is crucial to supporting carers of all cultural backgrounds to maintain their own health and wellbeing.

Caroline Mulcahy
CEO Carers Victoria

For more information and advice contact the Carers Advisory Line on 1800 242 636 or visit www.carersvic.org.au
Resources for carer support service providers and individuals from CALD communities

The Migrant Information Centre (Eastern Melbourne) has developed some resources under the Community Partners Program (CPP) project which was funded by the Australian Department of Health and Ageing. They are available for download from the MIC-E website (see below).

This resource list is to assist carer support providers to locate and access the relevant information effectively when working and supporting carers from culturally and linguistically diverse (CALD) backgrounds. It has put together a range of information and resources and included links to obtain the information. The information and resources are not exhaustive but selected as a starting point and grouped under seven main headings:

- Principles and Practices of Culturally Appropriate Services
- Culturally Specific Information
- Demographics
- Language Services
- Translated Information for clients
- Culturally Specific Research
- Cultural Awareness Training

The Are you a carer? information booklet describes the range of support services available and includes a list of organisations that provide carer support services in the Eastern Metropolitan Region of Melbourne.

The booklet is translated into a number of languages: Arabic, Bosnian, Chinese, Croatian, Hungarian, Karen, Korean, Laotian, Macedonian, Maltese, Persian, Polish, Russian, Serbian, Tamil and Vietnamese. Each booklet has English and its translated version to cater for different language needs within families.

It is available to be downloaded from MIC’s website: www.miceastmelb.com.au/agedcareclients.htm. For further information please contact Linda Tan at the Migrant Information Centre on 9275 6906 or email at ltan@miceastmelb.com.au.
The Australian Greek Welfare Society (AGWS) has collaborated with 14 ethno-specific and multicultural agencies under the coordination of Carers Victoria to connect CALD seniors to main stream organisations. AGWS has actively participated in a network developed by Carers Victoria where CALD agencies working with carers have jointly undertaken work in sharing information, and collaboratively working towards the identification of family carers within each CALD community, the recognition of carers by the broader community and the support of individual carers.

This collaboration officially commenced in February 2010, and ran until June 2012. Fourteen organisations and Carers Victoria have been meeting quarterly to discuss current and future work, issues, and successes and share information on individual projects and communities.

Through this collaboration agencies worked together for the development of multilingual resources to support the carers. The development of 3 resources in particular, in different community languages, has become possible, with the development of the resource About Caring a DVD produced in 17 languages, About Caring posters in 17 languages, and a Radio announcement About caring in 13 languages. The DVD has been utilised as an information tool to educate CALD communities about the role of a carer as well as the available supports for carers. The posters have been disseminated in CALD Senior Citizens clubs and community groups. The radio advertisement has been on air at SBS Radio, 3ZZZ radio, 3CR Radio and 3XY Radio at various times throughout the year and during Carers Week each year.

Information sessions in different community languages were jointly delivered to CALD communities as well as workshops on carers supports such as Caring for Yourself, Sleep Matters and Writers workshops. As a result of this collaborative approach, caring has been recognized by many CALD communities, including the Greek, as a legitimate role that many family members and others undertake. Feedback on CALD carers in regards to their Centrelink issues has been formally provided at a National Conference in Canberra where Carers Victoria represented CALD communities.

The Greek community in particular, has increased its knowledge around various services that family carers can access. AGWS delivered 13 carers workshops since 2010 in collaboration with Carers Victoria, in Ballarat, Rye, Geelong, Sunshine (Western region), Balwyn North (Eastern region), Brunswick (Northern region) and Clayton South (Southern region) to 179 participants. These two-hour workshops provided information and education.
on carers services and supports and practical hands-on activities targeting relaxation, recreation, health and wellbeing.

These sessions were very interactive and interesting, and allowed participants to ask many questions. Participants provided feedback on their issues of insomnia and how this affects their personal relationships, energy levels, tolerance and behaviours. Dealing with anxiety, stress, depression and unresolved family and personal issues, some dating back to childhood and migration experience were the main issues expressed. Finances and stress around the breakdown of their children’s relationships as well as the conflict within families were some other concerns.

Continued collaboration is required to further strengthen our work with Greek carers. Our partnership with Carers Victoria is a best-practice model where co-facilitating information sessions and workshops for carers in their native language has worked extremely well. This can be replicated in many different CALD communities for the strengthening and support of carers.

For further information please call Antonios Maglis from AGWS on 9388 9998.
Kali Paxinos: A bilingual carer consultant - Featured interview

Kali Paxinos is a committed a carer consultant who has improved the understanding of mental health in CALD communities.

Her primary caring role is with her mentally ill son. Her experience as a carer prompted her to work as a carer consultant, a role she has filled for 14 years. Kali has helped carers from ethnic and Anglo backgrounds to deal with the mental illness of their loved ones. She has held talks around the country sharing her experiences as carer. Kali spoke on mental health issues at ECCV’s an ABC of mental health care Forum earlier this year.

Kali was born and raised in Australia but the circumstances during World War II made her acutely aware of her Greek family heritage. “I was going to school in Malvern, when World War II broke out. Suddenly the children at the school thought I was the enemy because I was dark with olive skin and black hair”, she said.

Her interest in assisting other migrant families arose during the large waves of Greek migration during the 1950s and 60s. She saw the difficulties young Greek migrants faced when giving birth far from their family, friends and support networks. Kali was able to provide friendship and support to help these mothers. She had the opportunity to help maternity nurses learn words of comfort and encouragement in Greek that could help them during the birth process. She also spoke to professionals about how to use simple English when communicating with people whose English was limited. Her explanation was to use Kitchen English.

Kali’s caring role expanded when she married and started a family of her own. In 1985, when her youngest son was 18-years-old she noticed he began to display signs of strange behaviour.

Subsequently, her son was diagnosed with schizophrenia. Kali wanted to find out more about the illness, feeling that, as a mother, she needed to learn how to help her son get well. She was concerned about the stigma attached to mental illness. Her personal experiences with her son prompted her to become a volunteer at the Mental Illness Fellowship Victoria (formerly Schizophrenia Fellowship).

In its early years, the Fellowship developed support groups for family carers. During this period Kali met many Greek families who didn’t understand the symptoms of the illness, and she felt it was important for these families to express themselves in their language. From being a volunteer, Kali was employed as a carer counsellor supporting families and carers. As she was bilingual many families were referred from the mental health clinics.

The Fellowship produced videos for people from Greek and Italian backgrounds in their language to help them understand schizophrenia.

Kali realised that the concept of mental illness was new to many ethnic communities. “A lot of CALD communities don’t understand mental illness. Cultural beliefs, sometimes lack of education and fear are a barrier to people understanding the symptoms of serious mental illness,” she said.
Kali added that CALD communities often see mental illness as shameful for their families. Kali talks to families in this way. “Our people who have a mental illness do and say strange things sometimes, but it is not a disgrace and we need to understand that many of these behaviours are symptoms of illness.”

A widespread assumption in ethnic communities has been that people with a mental illness are possessed and need particular people in their communities to cure them. Kali believes that because the symptoms of serious mental illness often begin with strange behaviours families seek guidance from their religious leaders. She raises the point that spiritual leaders should be educated to understand mental illness and develop strategies that will guide their communities where to seek help. As these leaders are respected in their communities, prejudices and stigma can be overcome.

Kali said migrant families benefit when simple and illustrative language is used to explain schizophrenia. For example, if the family has experienced an earthquake the following conversation can be effective.

She explained that “when schizophrenia symptoms begin, a great deal of chaos happens in the brain. It is like an earthquake; a lot of damage happens and it takes a long time for things to be rebuilt. But everything is different now, not the same as before the earthquake. Schizophrenia changes the person, but with time they improve and recover with the help of doctors and families.”

In her 14 years as a carer consultant, Kali has worked dedicatedly to overcome stigma and prejudice in ethnic communities through engaging with families, clinicians and being involved in education programs.

“I was invited to speak to many health professionals, helping them understand the carer role. I explained to them the reality about what was happening at home,” she said.

In conjunction with Carers Victoria and Victorian Transcultural Psychiatry Unit, Kali has assisted in developing educational material in different languages.

“It’s important for information to be communicated verbally to families,” she said. “The problem is that families are often given pamphlets but there is not enough face-to-face discussion.” Kali believed her strongest skill was to talk to people and listen carefully to their needs. “I am not there to give families academic explanations, but to provide them with support and to help them understand their ill relative. I tell them about my experiences and the opportunities I had to learn about mental illness.” She said.

This Interview took place on August 9th at ECCV. It was conducted by Sarah Hunt and Nikolaus Rittinghausen.
In July 2012 the Victorian State Government proclaimed the Carers Recognition Act to recognise, promote and to value the role of carers. This was an important moment for the many carers from culturally and linguistically diverse backgrounds, whose care for family members is often a full time role.

Almost one third of Victoria’s aged population (65 years and older) is from a CALD background, amounting to approximately 220,000 people. Many of our frail aged are cared for by family members, including spouse and/or children.

Amongst Victoria’s diverse ethnic communities, caring for an older family member, or a person with a disability or mental illness, remains predominantly within the family. Some family carers are more aware of external supports available to provide a much needed break and to help with the caring role. To access supports from outside the family, culturally diverse carers need knowledge and information about available services, delivered in an understandable and meaningful way. Developing trust that the external service system will respect cultural, linguistic and family values takes time. Carers may need encouragement to give something new a try and may need reassurance that the service provided will complement their role as principal carers.

The focus of the Carers Recognition Act is on supporting the care relationship, acknowledging that carers and the person they care for are in a shared relationship and, in the majority of cases, a relationship that spans many years. The Act recognises that the caring relationship has significant impacts on the lives of carers and consequently carers may require support to ensure their own needs are met. We need to bear in mind that many carers of the elderly are themselves ageing, and consequently their own health may be vulnerable.

The Act outlines three care relationship principles:
- first, principles relating to carers, for example, respecting and recognising the carer as an individual with their own needs and as someone with special knowledge of the person in their care;
- second, principles relating to the people being cared for, for example, ensuring their views are taken into account, together with their needs, cultural identity and best interests in how they are cared for;
- third, principles relating to care relationships, such as having the care relationship respected and honoured.

Carer’s knowledge of the person they care for is critical information to be taken into consideration in assessment and care plans, and the Act requires that support agencies and service providers draw on this knowledge and experience. The Act recognises carers for their efforts and dedication, and for the social and economic contribution to the community arising from their role.

As part of the Talking Disability Project, ECCV is exploring effective ways to inform carers from CALD backgrounds about the Act, whether they are carers of elderly, people with disabilities, people living with mental illness or carers of children.

ECCV has also published a background paper and sector consultation report titled *Refugee and Migrant Young People with Caring Responsibilities: What Do We Know?*. The paper explores the circumstances of refugee and migrant young people with caring responsibilities. It is available to download at the ECCV website.

**Nikki Marshall**
Talking Disability Project Coordinator
Contact: nmarshall@eccv.org.au
Elder abuse has been a worldwide social problem. Many factors can contribute to elder abuse. In the Australian Chinese community, living with extended family and heavy dependence on caregivers for different reasons may make older Chinese particularly vulnerable to different forms of abuse.

Three generations of family living under the same roof is common in the Chinese community. The older and the younger generations are culturally expected to mutually support each other. Many older Chinese migrants live with family members due to various reasons, including language barriers, financial and health issues. In most Chinese families, the parent may prefer to live with their son. If their son is married, the daughter-in-law is usually expected to take up the duty of caring for ageing in-laws. Our practical experience highlights that many incidences of abuse occur in these types of relationships.

In addition, language barriers may also be a factor associated with abuse for people who migrate to a foreign country in their later years. In most situations, older Chinese may totally depend on the help of their adult children or friends for their limited English skills. For instance, opening a joint account with an adult child or young relative and friend to manage their finances is quite common. Stories of financial abuse are often heard in the community. For example, the social benefit payments from Centrelink are kept by a family member and the payee does not have access to this money; the older parents are asked to transfer the entitlement of their property to the adult child, and then the house can be sold by the child later on; the money originally saved in joint accounts is often stolen or transferred.

Further, many Chinese families perceive giving support to the aged parent as an obligation and rarely accept formal services. Some of them may view using services as a not fulfilling their duty of care to their ageing parents. They often try their best to take care of the older family member, but sometimes their capacity and skills may not be appropriate enough to meet the caring needs. As a result, mistreatment may happen or the needs of the carer may be overlooked. For example, a person with visual impairment and some severe chronic illness may require intensive care, however, the family assess that the aged spouse is not that old and fit enough to provide good care to the patient, therefore they prefer to not use any aged care services. In practical situations, the aged carer feels stress and pressure to take up the sole caring role due to some health conditions of their own. As observed, some family members claim that they are the carers and receive carer payments, but they do not actually provide any support to the aged family members.

Elder abuse is under reported due to factors which may include a cultural concern of loss of face, personal perception towards abuse, as well as the awareness of their rights. In the Chinese culture, people value harmony, and wish to avoid shame and conflict. Victims may perceive their traumatic experience as personal fate or misfortune or deficit rather than a family violence or social issue. Victims therefore may be reluctant to disclose their situation and seek help in order to preserve family honour.

For further information please contact Catherine Lam on (03) 9898 1965.
ECCV Project to raise community awareness of elder abuse

In July, ECCV held a roundtable with ethnic and multicultural agencies to discuss a new project to raise awareness of elder abuse, prevention and support amongst ethnic communities.

ECCV has been engaged on this issue since 2009 when we published the policy paper *Reclaiming Respect and Dignity: elder abuse prevention in ethnic communities*. Our research indicates that although elder abuse is a hidden issue across all communities, older people born overseas can be more vulnerable to abuse and neglect where it occurs and have less opportunity to seek support. In many ethnic communities the concept of elder abuse is not well understood.

This three year, state-wide project began in 2012. We intend to focus on two ethnic communities each year so that we can take the time to fully understand the cultural context for elder abuse and generate a groundswell of culturally sensitive conversation about it that is relevant and not alienating. To achieve this we’ll be working on community education and ethnic media partnerships.

We are pleased to be working closely with Seniors Rights Victoria. The project is funded by the Victorian Government and is part of their *Elder abuse prevention and response guidelines for action 2012-2014*. These guidelines recognise the need to increase community awareness and provide focused programs that respond to the needs of seniors from culturally and linguistically diverse backgrounds.

In our first year we will focus on Victorian Greek and Chinese speaking communities. We look forward to collaborating with the Australian Greek Welfare Society (AGWS), the Chinese Community Social Services Centre Inc (CCSSCI) and other community leaders, organisations and representatives to develop a culturally relevant and sensitive approach.

For more information about the project or to receive regular project updates contact Kate Ling on kling@eccv.org.au or (03) 9349 4122.
Hon David Davis Minister for Ageing spoke at a lunch hosted by the Zoroastrian Association of Victoria (ZAV) in August. He announced 44 organisations across Victoria that will receive grants from the new Participation for Culturally and Linguistically Diverse (CALD) Seniors Grants program.

‘Being socially active is important for health and wellbeing, and evidence shows that older people from culturally and linguistically diverse backgrounds can face a higher risk of social isolation’ said Mr Davis. He also emphasised the commitment of the Government to creating and expanding opportunities for isolated older people from Victoria’s diverse cultural backgrounds to join in the social life of their communities.

The Zoroastrian Association of Victoria (ZAV) will receive $3,000 from the program. Their recently formed seniors committee is responsible for supporting their older members. The first step was to hold informal gatherings in members’ homes for tea and conversation. This grant will allow the seniors social group to meet more often, help with transport to activities and develop a buddy system to include seniors in broader community activities.

Roda Namdarian, Grants Coordinator, said that language isn’t an issue as most of the community speaks English. However, providing community connection is important and is not always easy to arrange. The Zoroastrian community is dispersed across Melbourne and there are only 310 individual members in total.

The lunch included a solo performance of traditional song by Mrs Nergish Bathawala followed by the treats from the ZAV choir and a traditional dance by the ZAV dance ensemble. Participants at the event said that Zoroastrianism is the world’s oldest religion recognised by the United Nations. Others described their traditional practices and some of the difficulties of establishing a temple in Victoria.

ECCV is working with the Government to implement the grants program and provide assistance to grant applicants and recipients. The 2013 funding round will be open later this year. Contact Kate Ling on 9349 4122 or kling@eccv.org.au for further information.
Recognising community champions

The ethnic aged care sector depends upon the contribution of many dedicated and inspirational volunteers. We always jump at the opportunity to share and celebrate their important contribution.

ECCV and Golden Years congratulate Mrs Yen Bui on her 2012 National Volunteers Award for lifelong commitment to volunteering in the Ashburton community. Ms Bui has worked tirelessly over many years to promote harmony and cultural diversity in the community. She is the founder of the Lac Viet Vietnamese Seniors group that started in her lounge room and now meets weekly at the Ashburton Support Services. Access to regular activities such as Qi Gong, singing, dancing and table tennis, food and friendship provides a wealth of benefits for seniors from the Vietnamese community and other locals that are welcome to join in. Ms Bui is also the honorary treasurer of the Australian Vietnamese Women’s Association where she has been an active and valued member for over 25 years.

The award recognises her dedication and commitment to the community as well as the inspiration she provides to all.

Contact Kate Ling on 9349 4122 or kling@eccv.org.au for further information

Federal Member Kate O’Dwyer congratulates Yen on her National Volunteer Award.

Australian Vietnamese Women’s Association Hợi Phụ Nữ Việt Úc
ECCV attended the 20th anniversary of the Australian Multicultural Community Services (AMCS) Volunteering Programs at Parliament House in August. Distinguished guests included Hon David Davis, Minister for Health and Ageing.

The AMCS, formerly known as Australian Polish Community Services, was established in 1983 to meet needs of an ageing Polish community and newly-arrived Polish people.

AMCS volunteer Krystyna Wawrowska mentioned in her speech that volunteers make the world a better place for the sick and weak. Another volunteer Mark Stanczyk stressed that volunteering was about sharing life stories and experiences.

Hon David Davis emphasised that many volunteers are elderly people themselves. Furthermore, the Minister expressed his commitment to social participation of CALD seniors through the CALD Seniors Grants Program, which assists isolated seniors.

ACMS CEO Elisabeth Drozd said she valued the contribution and importance of volunteers as they represent a high proportion of people working at AMCS.
Notes to Remember

20 October
Tamil Senior Citizens Fellowship Victoria
Celebrating 25 Anniversary (1987-2012) for more
information contact nallasiva1@gmail.com.au

20 November
Victoria’s Multicultural Identity Conference

ECCV Aged Care Policy Subcommittee Meeting Dates
The ECCV Aged Care Policy subcommittee meets at the ECCV
on the third Thursday of the every month from 9.30 am to 11.30
am at the Statewide Resources Centre, level 2, 150 Palmerston
Street, Carlton. Next quarter’s dates are:

Thursday 18 October - following meeting there will be a
Diversity in Ageing Working Group from 11.30 - 1.30 with
a focus on homelessness in CALD Communities.

Thursday 15 November
There will be no meeting in December

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TUESDAY, 20 NOVEMBER 2012

ECCV PRESENTS
VICTORIA'S MULTICULTURAL IDENTITY
STATE CONFERENCE 2012

Bringing together government, policy makers, academics, service providers and community leaders to find intelligent solutions to Victoria's identity challenges.

Conference Address
Hon Ted Baillieu MP,
Premier of Victoria

Keynote Address
Professor Gail Whiteford,
Pro Vice-Chancellor
(Social Inclusion),
Macquarie University

Keynote Dinner Address
Hon Nicholas Kotsiras MP,
Minister for Multicultural Affairs and Citizenship

This Ethnic Communities’ Council of Victoria conference will provide five key strategic benefits for its delegates:

- ADDRESS KEY MULTICULTURAL ISSUES
Discuss the key multicultural issues that affect your community group or organization. Issues to be addressed include: our multicultural identity, the role of the arts in shaping identity, employment and education for new arrivals, youth identity in a globalised world, racial vilification, freedom of speech and the media, disability, combating racism, ethnic identity in a generic aged care system and the issues around imposed identity

- ENHANCE STRATEGIC RELATIONSHIPS
Build stronger relationships with government ministers, decision-makers, key policy thinkers and community leaders who shape major directions of Victorian multiculturalism.

- BEST PRACTICE POLICY AND PROJECTS
Learn about key ways to improve your organisation’s implementation of multicultural policy as it relates to identity.

- DEVELOP MULTICULTURAL IDENTITY STRATEGIES
Victoria's Multicultural Identity will create opportunities for reflection, creation and discussion on overarching identity strategies for organisations and policy makers.

- ACCESS LATEST POLICY DEVELOPMENTS
Access the latest forecasts in government policy, community leadership and identity research.

Your investment for the conference:

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<th>Conference registration</th>
<th>Private &amp; public sector</th>
<th>ECCV members, concession &amp; community sector</th>
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<tr>
<td>Early Bird</td>
<td>$121.00 / person</td>
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To register and for more information visit eccvconference.eventbrite.com

Venue
Melbourne Convention and Exhibition Centre

Time
8am: Registration
9am - 5pm: Conference

Post conference dinner held at Immigration Museum.