



VICTORIAN AFRICAN COMMUNITIES ACTION PLAN

Building inclusive
communities, improving
outcomes and creating
sustainable opportunities
for Victorians with
African heritage

WORKING TOGETHER NOW
AND OVER THE LONG TERM
2018-2028



ACCESSIBILITY

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About the main symbol: The shape represents the African continent. The large V in the middle of the mark represents Victoria. The intersecting lines represent the many different African cultures and nations that can be found in Victoria.

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ACKNOWLEDGMENTS

The Action Plan was developed by the African Ministerial Working Group (AMWG), a diverse group of 21 professionals, community leaders and young people. The AMWG was established in October 2016 to engage with the Victorian Government on issues affecting Victoria’s African communities and identify practical solutions.

The Action Plan has resulted from extensive engagement from October 2016 to February 2018 with many Victorians of African heritage. Many views were gathered during this time that supported its development – from over 10 community consultations, a community survey with over 70 respondents, and a public

consultation period from November to December 2017 resulting in 34 submissions and feedback from over 300 people. Other sources, such as community papers, also informed the design of the plan. People across the Victorian Government and other interested parties, including local government and civil organisations, were also engaged.

Further, many AMWG members and guest contributors joined at over 20 sessions to plan and draft the Action Plan. The Department of Premier and Cabinet provided Secretariat support and would like to acknowledge the significant commitment of time and expertise by all people involved in the process.

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MESSAGE FROM THE MINISTER



As Victorians we have much to be proud of.

People from all over the world have chosen to make their home here, bringing with them their experience, their heritage and their culture.

Among our wonderfully diverse community are African migrants who have made the journey to Australia and brought with them their values, hopes and aspirations for a new life.

They have come from a vast continent rich in diversity. With 54 countries, this diversity is made up of thousands of ethnic groups with different cultures, customs, religions and languages.

Regardless of these differences, we all share a common thread of being Victorian, wanting to contribute our talents to the success of our state, to participate and belong.

In 2017, the Victorian Government launched *Victorian. And proud of it.* our new multicultural policy statement.

Victorian. And proud of it. sets out the foundational values – freedom, fairness, equality before the law and respect for all – that have shaped our success, and will underpin our future prosperity.

Even more than that, it provides a plan to strengthen our connected and cohesive state. That includes ensuring that our multicultural groups have a voice in responding to challenges and opportunities.

The 10 year African Communities Action Plan has been developed for Victoria's African communities by Victoria's African communities. It gives voice to multiple generations who have migrated to Australia and now call Victoria home, and to the next generations who were born here.

Over the coming weeks and months, the Victorian Government will consider the ideas and actions put forward in this document. I wish to thank the AMWG for leading its development, as well as every person who has contributed to its contents.

As a government and as a state, we'll keep working with our African communities to build a better, brighter future.

Robin Scott
Minister for Multicultural Affairs

A MULTICULTURAL VICTORIA

People from all over the world have chosen to make our state their home. They bring with them their experience, their culture and their traditions.

Our citizens come from more than 200 countries, speak 260 languages and follow 135 different faiths.

This Action Plan sits squarely within Victoria's approach to multicultural affairs.

It will therefore be critical that the implementation of this Action Plan remains within the overarching frameworks that have made Victoria's multicultural society a success.

This plan intends to support Victoria's growing African communities to make an even stronger contribution to the state through participation and belonging.

The Victorian Values Statement

In February 2017 the Victorian Government released *Victorian. And proud of it.* our new Multicultural Policy which outlines the Victorian Government's approach to multiculturalism and its unequivocal commitment to building a strong and cohesive society.

At the heart of *Victorian. And proud of it.* is the Victorian Values Statement.

It clearly sets out the core values that unify us as a peaceful and prosperous society with a shared sense of belonging, respect, acceptance and contribution.

The Victorian Values Statement makes clear the rights and responsibilities we each share. **These values are not negotiable** – they are what we expect of every Victorian and what every Victorian should expect of each other.

One law for all

Everyone is equal under the law. All Victorians have the same legal rights, responsibilities and protections.

As Victorians, we all have rights under the law and responsibilities towards each other. By respecting our mutual rights and responsibilities, we can ensure a safe and cohesive society.

Freedom to be yourself

Everyone is free to be themselves and to feel safe in being true to themselves. The Government wants every Victorian to be able to celebrate their culture with pride, and to practice their traditions in peace.

The freedom to be yourself includes freedom of speech, expressions of gender, sexuality and religion, and peaceful assembly; it does not allow people to break the law or to impinge on the safety or freedom of others.

Discrimination is never acceptable

Everyone has a responsibility to promote inclusion and participation and to reject exclusion, racism and all forms of violence. A society free of discrimination is better able to tackle problems like economic and social disengagement and improve health and wellbeing for all.



A fair go for all

Everyone deserves a fair go in life. That means giving every Victorian – no matter where they live, their circumstances, or their background – the support they need to be part of the Victorian way of life. These include quality education and healthcare, accessible transport, equity in employment and a safe place to live.

It is up to all of us to contribute to a Victoria we can be proud of

We all want similar things – the opportunity to thrive, for our successes to be recognised, and for our families and loved ones to be safe, secure and happy.

Accepting these values is not difficult. Acceptance of our shared values is expressed in the everyday – through your contributions at home, at work, in the community and through volunteerism.

These values are what every Victorian should expect of each other. Whether at home, at work, while volunteering or in the community, these are the values that make Victoria a great place to live – and a place we can all be proud of.

Our discussions about diversity are underpinned by the understanding that every Victorian has:

- › A duty to respect and uphold the laws and values of the state
- › A right to belong and contribute
- › A responsibility to let others live as they choose.

Supporting the Multicultural Policy Statement is the Victorian Whole of Government Multicultural Affairs Outcomes Framework which aims to drive concrete improvements across government to ensure that every Victorian can belong, contribute, achieve and succeed.

The African Communities Action Plan is aligned closely with this framework, which outlines:

- › Victorians are safe and secure
- › Victorians are healthy and well
- › Victorians are able to participate fully
- › Victorians are connected to culture and community
- › Victorians have equal rights and responsibilities



AMWG FOREWORD



Sisay Dinku
Member of the African Ministerial
Working Group

The task given to the AMWG in developing the Action Plan shows the Victorian Government's long-standing commitment to supporting African communities in Victoria. But it is more than just symbolic; it is a practical plan with all actions developed by Victorians with African heritage, with all communities in mind.

In this way, each action aims to uplift everyone – to enhance their identity and sense of belonging, and their ability to participate.

Some actions must be delivered immediately, and others will take longer planning and discussion. As we move forward, it is critical that governments and other sectors work *in partnership* with Victorians with African heritage.

To succeed, I call upon every person to contribute – using their skills, qualifications or experience.

Let us be bold and work together to make Victoria the best place to live, work and learn. Let us seek a deeper understanding of the challenges and overcome barriers that stand in the way of opportunities by finding lasting solutions.

The Action Plan provides the starting point for action today, not tomorrow.

On behalf of all African communities, I ask all Victorian Government portfolios and other levels of government, industry, business, civil society, academia and philanthropists to support the implementation of this Action Plan. Only through our combined effort can more people within Victoria's African communities equally contribute toward collective growth.

I wish to thank the AMWG members and guest contributors who have helped develop the Action Plan, as well as each organisation and person who provided feedback on the draft version during the consultation period.

I also wish to thank the Victorian Government and the Victorian Multicultural Commission for their leadership in approaching this topic and for their long-term commitment to supporting Victoria's African communities.

Lastly, my very special thanks to the secretariat in the Department of Premier and Cabinet for their dedication and valuable facilitation in the development of this Action Plan.

I recommend the African Communities Action Plan to every Victorian with African heritage. We have an unprecedented opportunity to create lasting intergenerational reform in our communities.

EXECUTIVE SUMMARY

A plan by and for Victoria's African communities

This Action Plan captures the voices of Victorians who have boldly shared their experiences, hopes and aspirations for themselves, their families and community.

It intends to highlight responses to well-known issues, and to uplift and inspire people to design and embrace their future.

The development of this plan has been led by the Victorian Government-appointed AMWG.

It has also involved hundreds of people across Victoria's African communities who have provided their ideas and opinions through consultations, formal and informal feedback.

The result is a plan for the future that draws on the rich diversity, experiences and different approaches of African migrants who have made Victoria their home, as well as those who were born here. Their voices are reflected throughout the document.

Communities leading change

Victorians of African heritage – of all ages and circumstances – have come together with a strong and unified voice to discuss what needs to be done.

And now, the plan asks people in Victoria's African communities to own, lead and be part of the solution. It needs cooperation, resources, expertise, knowledge and know-how to create lasting change.

It also asks governments, and the civil, private, academic, philanthropic sectors, to reflect on how they can work with Victorians of African heritage to help them to realise their aspirations and improve their well-being.

Action Plan at a glance

The Action Plan sets out six focus areas for action.

1. **Business** – *Growing African Victorian innovation, enterprise and investment across the economy*
2. **Employment** – *Strengthening skills and pathways to gain meaningful jobs in all sectors*
3. **Education and training** – *Building stronger learning foundations and skills for life*
4. **Health and wellbeing** – *Lifting the social, emotional and physical wellbeing of all people*
5. **Inclusion and empowerment** – *Supporting people to be equal, treated fairly and with respect*
6. **Leadership, cohesion and connection** – *Contributing to a strong Victoria through effective leadership, cohesive communities and stronger connections across the broader society*

There are over 250 proposed actions across the six focus areas. These actions are designed to create opportunities for all people to belong, contribute and thrive. The opportunities should help all people to make decisions to better their lives and shape their identity.

The actions build on work already being done by communities, governments and others sectors to support people across Victoria's African communities.

As the plan was created, three common themes emerged across the focus areas: better participation and better services; building skills through partnerships; and improving knowledge and evidence.

This is further strengthened by four key principles which underpin the plan. These principles ask everyone involved to: use community strengths; be accountable; work in partnership; and to create lasting change.

FIGURE 1: ACTION PLAN AT A GLANCE



Next steps

The next phase will be to develop an implementation plan that maps out the path ahead. This will not only engage all generations of Victorians of African heritage, it will also call on partners across all parts of society to contribute.

With adequate investment and the right people involved, work can start immediately to deliver the most important actions. Other actions will take more time to implement, requiring careful planning to support existing, ongoing and new initiatives that will help achieve long-term, sustainable change.

FIGURE 2: SNAPSHOT OF THE SIX FOCUS AREAS AND PROPOSED OUTCOMES

All actions and outcomes were developed by Victorians of African heritage, and relate to people from all of Victoria’s African communities.

More than 150 proposed actions across all focus areas are designed to support children and young people. *For more information relating to youth specific actions refer to page 15.*

Focus Area	Topics	Proposed Outcomes	No. of actions to support children and young people
BUSINESS	<ul style="list-style-type: none"> Business Entrepreneurship and innovation Business networks and partnerships Trade and investment 	<ul style="list-style-type: none"> Economic security for everyone More profitable and more competitive businesses across all sectors Stronger links between people, business and industry in Australia and overseas Recognition of business successes 	12
EMPLOYMENT	<ul style="list-style-type: none"> Job readiness Early school leavers and recent graduates Job access and recruitment Overseas qualifications and skills Retention and upwards mobility 	<ul style="list-style-type: none"> People’s careers align with interests, qualifications and skills Higher retention and promotion rates in career jobs across the economy Increased number of leadership / executive positions across sectors Better support to assist unemployed people to find jobs 	15
EDUCATION AND TRAINING	<ul style="list-style-type: none"> Early childhood education Connection to education Before and after school programs School age children and young people Adult education and learning Work experience and volunteering Higher education and vocational training 	<ul style="list-style-type: none"> Children, young people and adults are engaged, independent learners, and are resilient More children attend kindergarten before preschool to help them be ready for school Families are actively involved in their child’s learning from early childhood to tertiary Young people stay in education and reach their potential Training is tailored and provides a strong foundation for individuals to reach full their potential More people can speak English well and in different situations 	38

Focus Area	Topics	Proposed Outcomes	No. of actions to support children and young people
HEALTH AND WELLBEING	<ul style="list-style-type: none"> Mental health Physical health and chronic disease Family violence Young people at risk Seniors and the Elderly Strengthening families 	<ul style="list-style-type: none"> All Victorians of African heritage, particularly women, are safe and live free from abuse, violence and fear Good mental health and quality of life for all children, young people and adults Good physical health for all children, young people and adults Tailored and responsive services meet the needs of Victorians of African heritage and lead to improved health literacy and outcomes 	31
INCLUSION AND EMPOWERMENT	<ul style="list-style-type: none"> New arrivals People with disabilities Seniors and the elderly Gender and sexuality People in the Justice System Women and gender equality Child protection 	<ul style="list-style-type: none"> Communities are inclusive, embrace individual identities and reject all forms of discrimination Everyone feels empowered to express themselves freely Everyone is socially engaged and actively participates in the community Women are respected and empowered 	25
LEADERSHIP, COHESION AND CONNECTION	<ul style="list-style-type: none"> Community leadership Knowledge sharing and coordination Cohesion across communities Young people Infrastructure and facilities Media Understanding of Australian law and engagement with authorities 	<ul style="list-style-type: none"> Unified and empowered communities that proactively prioritises, plans and solves issues More Victorians of African heritage are partners, influencers and leaders across society People have a strong sense of identity and feel connected to their culture, traditions and values Young people are nurtured to lead, connect and make informed decisions for their future 	32

THE JOURNEY HERE AND AHEAD

African migrants who have made the journey to Australia have brought with them their experiences, values, hopes and aspirations for a new life.

They have come from 54 countries across the African continent, representing a richness of diversity which includes thousands of ethnic groups with different cultures, customs, religions and languages. Though there may be many differences from group to group, all African cultures centre around the importance and strength of family and kin.

They also share an identity as Victorians, each wanting to contribute their talents to the success of our state and to feel a sense of belonging.

This Action Plan is framed by the significant journey of these people to Australia, and the journey that lies ahead here in Victoria.

The journey to Australia

Over 93,800 people born on the African continent have moved to Australia (see *Table 1 in Appendix D*), and their journey has been varied. Stories of African people travelling to Australia on servant ships date back as early as the 18th century.

Between the 1940s and 1970s, most African migrants to Victoria were from South Africa, Egypt and Mauritius. From the 1960s to the mid-1970s, inflows from Africa were largely non-indigenous people leaving former settler and extractive colonies. A small number of black African students also started coming to Australia, bringing about a broader awareness of Africa, and its social and political circumstances.

In the 1980s and 1990s, knowledge of Africa grew further in Australia and larger inflows of black African migrants arrived due to conflicts and major climatic disasters in some countries in north, east and central Africa. Another major inflow occurred in the mid-2000s from north, west and east African regions (see *Table A or Table 2 in Appendix D for the full list*).

The majority of African migrants living in Victoria today arrived in the early 2000s, with an additional significant number arriving from the 1980s. There is also a growing younger generation who were born in transit countries, arrived in Australia at a young age or were born here.

The migrant experience for many Africans has been positive, but as is often the case among any migrant group, others have found it more challenging to adjust to a new way of life. There are many factors that can affect the migrant experience and can influence individual responses to change.

Moving away from one's homeland, family and friends to an unfamiliar place with a different culture and language can be overwhelming. Migrants may experience cultural shock, language barriers, and feelings of isolation. For some, especially those who cannot find support, this has led to confusion, despair and hopelessness.

TABLE A: VICTORIA: PERSONS BORN IN SELECTED COUNTRIES BY YEAR OF ARRIVAL

Rank 2016	Country of Birth	1941-1960	1961-1980	1981-2000	2001-2010	2011-2016
1	South Africa	243	3,344	9,442	9,396	4,261
2	Egypt	2,072	3,723	2,915	2,427	1,750
3	Mauritius	68	3,365	3,460	3,554	1,112
4	Ethiopia	18	115	1,758	2,546	1,672
5	Sudan	14	51	648	4,130	600
6	Zimbabwe	36	302	819	2,442	1,027
7	Somalia	0	3	1,818	1,139	748
8	Kenya	28	354	605	1,717	1,044
9	South Sudan	0	0	124	2,282	270
10	Eritrea	7	20	914	574	419

Source: Australian Bureau of Statistics, 2016 Census

Circumstances can also affect the individual experience. The 29,300 people who came voluntarily as skilled migrants, for example, have transitioned to their new home with minimal issues. They arrived as engineers, doctors, accountants and other professions, many from African English speaking countries where there are similar systems.

But for the 20,800 people who have come here to escape war and crisis in their home countries, the journey has not been as simple or easy. Many people in this situation have experienced significant trauma, may not have finished school or had disrupted education. This has affected their settlement outcomes, leading to higher unemployment, lower participation and lower income.

Another 15,800 people moved to Australia to reunite with their family, some of whom may have experienced crisis and trauma, while others have had minimal issues (see *Table 3 in Appendix D*).

Some Africans have come from agricultural economies or from cities where they were able to live without having to change the lifestyle they had developed in villages. For some people in this situation, their formal educational level was quite low on arrival, with many women in particular having only completed primary school education.

Regardless of the reason for moving to Australia, all African migrants have skills, qualifications or experience to contribute. However, some need more support to contribute and participate fully.

African communities live across Victoria, with most living in metropolitan areas of Melbourne and a smaller number living in regional Victoria (see Table B, Figures 3 and 4; see also Tables 4 and 5 in Appendix D).

TABLE B: VICTORIA: TOTAL RESIDENTS BY AFRICAN COUNTRY OF BIRTH BY METROPOLITAN AND REGIONAL AREAS

Location in Victoria	Residents by African Country of Birth	Percentage of Residents
Metropolitan Melbourne	85,698	91.3%
Regional Victoria	7,967	8.46%
Total Outside LGAs	181	0.19%
Total	93,846	100%

FIGURE 3: AFRICAN COUNTRIES OF BIRTH, PERSONS BY METROPOLITAN SUBURBS AND LOCAL GOVERNMENT AREAS

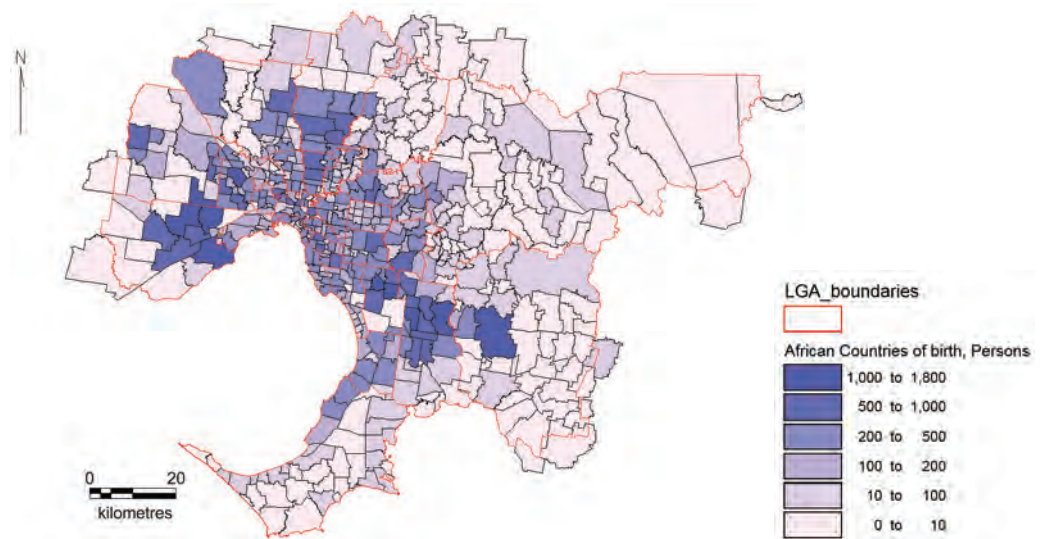
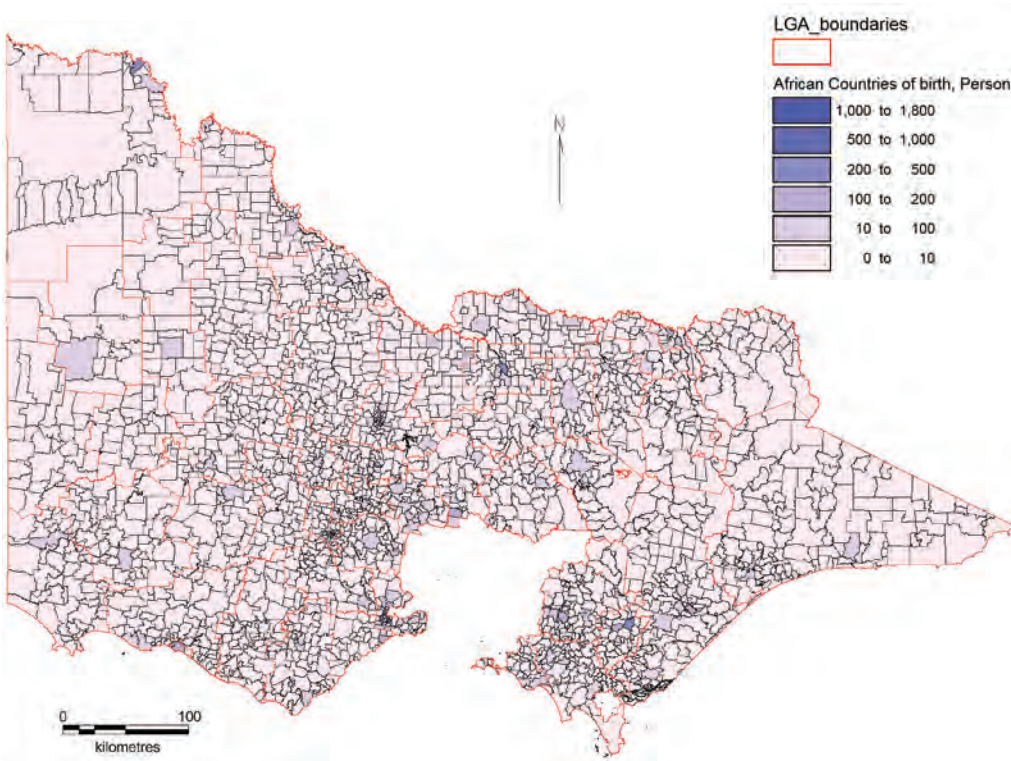


FIGURE 4: AFRICAN COUNTRIES OF BIRTH, PERSONS BY ALL VICTORIAN LOCAL GOVERNMENT AREAS



The journey ahead

As we look to the future, the journey ahead is full of opportunities.

This Action Plan gives voice to the ideas and dreams of many Victorians across all generations.

It encourages communities and individuals, particularly young people, to affect change and create their own future. Most importantly, it asks them to work together.

The six focus areas identify practical actions as suggested by people within Victoria’s African communities.

Underpinning the plan are four key principles which ask everyone involved to: use community strengths; be accountable; work in partnership; and to create lasting change.

These principles are designed to support change and to anchor the work of everyone involved to ensure this plan is a success.

FIGURE 5: PRINCIPLES UNDERPINNING THE AFRICAN COMMUNITIES ACTION PLAN



Use community strengths

Draw on each person’s experience, expertise and passion to deliver change; communities should work more closely together to lead and support change

Build on work already being done and use existing infrastructure



Be accountable

Ensure decision-making is fair and transparent

Measure progress; make results more visible to communities



Work in partnership

Increase connections between communities, share knowledge and skills

Communities, governments and other sectors work in genuine partnership

Involve communities through co-design, co-delivery and co-review



Create lasting change

Gain commitment from all sides of politics to support lasting change

Build community skills and knowledge and support community-led initiatives

Shift cultural and personal perspectives that disrupt progress





THE VOICE OF YOUNG PEOPLE

Supporting and empowering children and young people to have a stronger voice

Children and young people play an important role within communities and will continue to be instrumental in shaping Victoria's future.

Many young people understand the privileges of being Victorian, including the relative safety, freedom of speech, accessible education, and the potential to be innovative and enterprising.

Most young people are actively involved in study, work and community life – they have open eyes and eager spirits, ready to create a prosperous life for themselves and their families.

Others are struggling. They may feel left out, unable to be themselves, and torn between cultures.

Similar to other waves of migration, the inclusion of African communities in Victorian society has presented some challenges for young people who must balance cultural expectations while finding their own unique identity.

In order to create real change in their own lives and the lives of others, young people must have a voice and the opportunities to participate, contribute and belong.

YOUNG PEOPLE HAVE THEIR SAY

Business

It starts with providing opportunities for our mothers and young people who traditionally have had the greatest employment barriers.

Employment

Being job ready starts early in life and cannot fully be achieved in any short term program.

The Action Plan is important because it enables the youth voice to be heard. The Action Plan values the voice of young people and acknowledges that voice allows for greater power to determine their future.

Education

Education is the key to a meaningful and successful life. A good education and teachers who display genuine supportive attributes change the life course of young people.

Culture and intergenerational change

Young people want to feel part of the broader Victorian community.



Actions to support children and young people

The prosperity and wellbeing of young people is a priority for the AMWG.

With awareness of the issues and an understanding of the great potential they have, this Action Plan has involved young people at every stage of development, with many proposed actions relating specifically to young people.

More than 150 of the plan's proposed actions will support young people.

These actions build on existing work and provide new opportunities for young people to use and develop their skills, knowledge and connections.

They enable young people to lead the change they want to see, with many actions able to be delivered in the short to medium term, while building foundations to bring about change for future generations.

Cohesion and Connection

Balancing culture and integration into Victoria is important. As young people we do not want to lose what makes us African but we also want to feel as Australian as other Victorians.

Young people want to feel part of the broader Victorian community.

Youth Voice

Our lack of voice has had damaging effects in our community. It has resulted in misguided young people and unelected spokespersons advocating on the behalf of young people without truly addressing their issues.

Youth voice

Too often our voice has been neglected or articulated from an elder's perspective.

Cohesion

We don't want to exclude ourselves from mainstream society; rather we want a seat at the table like other community groups.

Education

Teachers should not assume a deficit mentality and assume African students are not capable.

The actions below highlight some of the many actions across the six focus areas that connect to young people (see pages 21 to 42).

Topic	Proposed actions
BUSINESS	
Entrepreneurship and innovation	<p>Establish a program that uses innovation to foster the talents of unemployed or low skilled jobseekers, particularly women and young people experiencing additional barriers</p> <p>Support community start-ups, particularly by young people and women, to enter the global market, such as councils making spaces available at affordable rates for start-ups and practice networks</p>
Business	<p>Help creative artists to become market ready, including through social enterprise</p> <p>Support small businesses to become medium to large businesses, including through better marketing strategies</p>
EMPLOYMENT	
Job readiness	<p>Ensure staff at government employment services are reflective of Victoria's diversity and build the capacity of African Victorian organisations to support jobseekers who are hard to reach</p> <p>Review and tailor current employment programs to ensure services are effective and responsive</p>
Early school leavers and graduates	<p>Better support the career aspirations of early school leavers and graduates by providing clear and tailored guidance to young people and their parents about pathways and options</p> <p>Provide early support to young people who may or have left school early to transition to study or to engage in employment, such as helping them to make informed decisions and providing industry specific work experience</p> <p>Motivate and support graduates to enter their career of choice through opportunities</p>
Job access and recruitment	<p>Create informal opportunities for jobseekers to meet and build relationships with potential employers</p> <p>Find new ways to engage people with police records or minor convictions in employment or training</p>
EDUCATION AND TRAINING	
Connection to education	<p>Improve dialogue between schools, young people and families</p> <p>Improve families' connections to school through community led initiatives</p> <p>Support staff to implement effective cross-cultural teaching strategies and trauma informed behavioural management</p> <p>Better understand and respond to discrimination in schools</p>
Early childhood education	<p>Support families to foster a good home learning environment</p> <p>Implement supported parenting programs that reinforce the value of early childhood education and the parents' role in supporting school readiness</p>

Topic	Proposed actions
Before and after school programs	<p>Increase support to local homework clubs to ensure they are viable and benefit young people</p> <p>Engage families and students in reviewing and designing outreach support for students who are at risk of dropping out to make sure services are accessible, tailored to individual needs and culturally responsive</p>
School age children and young people	<p>Support students to successfully transition to further education or employment by:</p> <ul style="list-style-type: none"> › increasing access to career counsellors and mentorship or development opportunities that help students to understand career options and benefits of completing VCE or VCAL › providing equal support for students to pursue scored VCE or VCAL in line with their interests › providing information regarding all career options and pathways including trades, entry level positions (in government, private, other), volunteering, social enterprises <p>Encourage cultural connection among children and young people of African heritage</p> <p>Ensure school-based support policies and services meet individual needs</p>
Work experience and training	<p>Expand access to and uptake of government supported traineeships, cadetships, internships and apprenticeships among Victorians of African heritage, particularly in growing labour markets</p> <p>Help to facilitate internships for tertiary graduates from African backgrounds</p> <p>Expand access to supported and paid corporate work placement programs that lead to ongoing employment, particularly for people who experience multiple barriers to work</p> <p>Better support youth-led initiatives in the creative industries</p> <p>Increase support for Victorians with African heritage to gain meaningful work experience across sectors</p>
Higher education and vocational training	<p>Work with training providers, TAFEs and industry bodies to design 'real time' market-led training</p> <p>Encourage Victorians with African heritage to participate in Higher Education</p>

HEALTH AND WELLBEING

Mental health	<p>Deliver culturally appropriate education programs that address the stigma of mental health</p> <p>Publicly talk about mental health, and encourage greater understanding between communities, particularly young people and older generations</p> <p>Improve support to young people in mental health facilities</p> <p>Review suicide rates among Victorians of African heritage and design tailored responses</p>
Physical health	<p>Better support the sustainability of local sporting clubs and make sport more affordable for children and young people, particularly soccer</p> <p>Design and deliver community focused education programs that increase health knowledge and prevent chronic disease, such as on good hygiene practices, sexual health, nutrition, exercise</p> <p>Support people to understand and be able to confidently access the health system</p> <p>Increase access to sport and recreational opportunities, particularly as a way to increase wellbeing and belonging for young women, young mothers, single parents and people at risk</p>

Topic	Proposed actions
Family violence	<p>Ensure service providers are culturally responsive and provide a sensitive individual and family experience</p> <p>Review and tailor how police engage with families within the context of family violence</p> <p>Support men to change perspectives such as through culturally appropriate Men’s Behavioural Change programs or men’s sheds</p>
Young people at risk	<p>Support and increase access to quality and culturally appropriate therapeutic programs, such as for young people who struggle with substance abuse and/or mental illnesses</p> <p>Support early intervention and prevention initiatives, led by community and young people, that increase the safety of youth and reduce youth crime</p> <p>Support mentoring programs for young people, run by young people</p> <p>Involve young people in finding new ways to help them build skills and confidence</p> <p>Increase families’ resilience and ability to support their young family members who are at risk</p> <p>Create spaces where young people who are struggling feel comfortable and can pursue their interests</p>
Strengthening families	<p>Support communities and families to have respectful relationships, resolve intergenerational conflict and tackle current issues, such as youth culture, drugs, alcohol, teen pregnancy, mental health and LGBTI</p> <p>Support parents, particularly single mothers, to access available services and community supports</p> <p>Help families – young people, parents and grandparents – to connect and enjoy experiences that broaden role structures and prevent or resolve conflict</p>
INCLUSION AND EMPOWERMENT	
New arrivals	<p>Support young people to manage culture shock and adapt to their new environments</p> <p>Research and design programs to proactively address push and pull factors of secondary migration</p>
People with disabilities	<p>Work with carers and people with a disability to design local services that meet common needs, increase networks, and that support them to feel included and to participate fully in society</p> <p>Increase advocacy support for people with disabilities</p>
Seniors and the elderly	<p>Support initiatives that increase engagement with the elderly and younger generations</p>
Gender and sexuality	<p>Bring communities together to talk openly about different gender and sexual orientation</p> <p>Increase acceptance of LGBTI people and relationships in the community across all age groups</p>
People in the justice system	<p>Review and tailor support services to promote long-term re-integration into society, with a focus on preventing reoffending, stabilising accommodation, finding employment, and increasing cultural and social connection</p> <p>Support and train more people, including people from diverse backgrounds , to become part of existing Youth Justice and Corrections Victoria programs and services</p> <p>Provide culturally appropriate support to families whose children are in the justice system, such as through counselling and central and consistent points of information</p> <p>Work with the parole board to improve the engagement of young people after release</p>

Topic	Proposed actions
Women and gender equality	<p>Design and deliver local programs and initiatives that support women and empower them to be who they want to be, particularly young women and single mothers</p> <p>Review and improve support to young people who are without or isolated from parents</p> <p>Expand supported playgroups for all women, but particularly young mothers or single mothers</p>
Child protection	<p>Develop cross-cultural awareness in child protection services</p>

LEADERSHIP, COHESION AND CONNECTION

Young people	<p>Give young people wide reaching platforms to be heard, including those who are struggling</p> <p>Help young people to connect, such as through state wide youth councils or youth-led conferences or events</p> <p>Across all sectors, give young people opportunities to lead and become positive role models</p> <p>Tailor and expand activity-based leadership and mentoring programs for young people</p> <p>Equip young people with the skills and knowledge to manage conflict, culture shock and become leaders</p> <p>Better engage and connect young people to government through structured development programs</p> <p>Support initiatives across the State that increase youth sense of belonging and promote social cohesion</p>
Infrastructure and facilities	<p>Establish multipurpose centres that connect communities and enable expression of diverse African cultures and identities</p> <p>Simplify access to council and government owned premises for young people outside school hours</p> <p>Ensure youth drop-in centres and outreach programs are open at times when they want to use them</p>
Understanding of law	<p>Increase communities' knowledge of their rights, responsibilities and protections in Australian law</p> <p>Provide legal services that educate people, with a focus on prevention, early intervention and rehabilitation</p> <p>Increase parents' knowledge of how the justice system functions and improve interactions between young people and the justice system, including by employing Victorians of African heritage in education or liaison roles</p> <p>Build trust and knowledge between local police, families and young people</p>

FOCUS AREA 1: BUSINESS

Supporting growth in innovation, enterprise and investment across the economy

Victorians of African heritage contribute to the state’s thriving economy as employees, employers, business owners, managers and volunteers across many industries.

With the right skills, support and access to opportunities, most people can achieve economic security.

Many have entrepreneurial skills developed over generations.

For those wanting to start or grow a business – young people, men and women of all ages – the proposed actions promote access to information, opportunities and the connections they need to succeed.

This includes expanding trade and investment links, as well as knowledge and practice networks between Victoria and like-minded people and organisations on the African continent.

Proposed outcomes

- › Economic security for everyone
- › More profitable and more competitive businesses across all sectors
- › Stronger links between people, business and industry in Australia and overseas
- › Recognition of business successes

TOPIC	PROPOSED ACTIONS
Business	<ul style="list-style-type: none"> › Improve access to small business and social enterprise finance opportunities › Support businesses in a meaningful way through the launch, operation or expansion of business through social procurement, training, mentorship and co-working spaces › Facilitate market entry for African Victorian-owned businesses so that they can compete effectively › Support small businesses to become medium to large businesses, including through better marketing strategies › Include African and culturally diverse communities in social procurement strategies and policies › Increase access to government procurement and long-term projects, such as infrastructure, particularly with a view to employing long-term jobseekers › Help creative artists to become market ready, including through social enterprise

Small businesses are common in Africa and many members of the African communities start a business because they cannot find employment. Unfortunately many businesses are not generating sufficient profit.

TOPIC	PROPOSED ACTIONS
Entrepreneurship and innovation	<ul style="list-style-type: none"> › Establish a program that uses innovation to foster the talents of unemployed or low skilled jobseekers, particularly women and young people experiencing additional barriers › Support community start-ups, particularly by young people and women, to enter the global market, such as councils making spaces available at affordable rates for start-ups and practice networks › Co-design a model to link start-ups from the African community into supportive start-up ecosystems, particularly through government and private sectors › Promote co-working spaces for entrepreneurs to share knowledge and build capacity › Collaborate with African Australian media outlets to promote services, educate and empower entrepreneurs › Launch an accessible IT platform to promote social enterprise and entrepreneurship › Expand professional development opportunities for entrepreneurs, such as attending industry conferences › Grow social enterprises by improving knowledge of and access to training opportunities › Provide clearer information to communities about and promote access to social procurement opportunities › Governments and communities to identify and showcase best practice in entrepreneurialism and innovation
Business networks and partnerships	<ul style="list-style-type: none"> › Establish role models of successful African Victorian business owners and facilitate opportunities to lead and mentor people from other African communities › Strengthen connections between African Victorian business owners and with the broader industry that: <ul style="list-style-type: none"> › increases revenue and helps business stay viable › encourage referrals of clients › enables professionals to learn from each other › boost participation in professional development, such as study tours, coaching, mentoring › Promote the economic and social benefits of employing people of African background by: <ul style="list-style-type: none"> › fostering champions of workforce diversity › encouraging employers to be inclusive of Victorians with African heritage › Publicly recognise employers who are champions of workforce diversity
Trade and investment	<ul style="list-style-type: none"> › Promote trade and investment between Victoria and Africa by using the connections and knowledge of the Victorian African diaspora › Build partnerships between like-minded business and civil organisations in Victoria and on the African continent as a way to increase trade, investment, share knowledge and best practice

FOCUS AREA 2: EMPLOYMENT

Strengthening skills and improving pathways to gain meaningful jobs in all sectors

Employment is the most important priority for many people across communities. When economic wellbeing increases, other areas of life are more likely to improve and one's overall quality of life is enhanced.

But employment is not just about having any job. It is about finding, keeping and progressing in a job that aligns with your interests, qualifications and skills.

It is about being financially secure to support your choices in your life, and providing for family here and elsewhere. And it is about feeling connected to your workplace, and feeling like you are contributing to society.

Proposed outcomes

- › People's careers align with interests, qualifications and skills
- › Higher retention and promotion rates in career jobs across the economy
- › Increased number of leadership / executive positions across sectors
- › Better support to assist unemployed people to find jobs



TOPIC	PROPOSED ACTIONS
Job readiness	<ul style="list-style-type: none"> › Educate and empower parents to support their children’s career aspirations and decisions by: <ul style="list-style-type: none"> › increasing their knowledge of education and training pathways, and › helping them to understand the varied employment options available. › Review and tailor current employment programs to ensure services are effective and culturally responsive › Better connect people across communities with employment support programs, such as through a network of African Victorian liaison officers linked to funded services › Build the cultural responsiveness of Skills and Jobs Centre staff to support African Victorian job seekers › Provide clearer information about government infrastructure projects and employment opportunities, such as by linking to Jobs Victoria Employment Network funded providers › Ensure staff at government employment services are reflective of Victoria’s diversity and build the capacity of African Victorian organisations to support jobseekers who are hard to reach › Pilot innovative and community-led initiatives to support jobseekers, such as through a ‘one-stop shop’ that: <ul style="list-style-type: none"> › coordinates points of information and advice › ensures culturally sensitive advocacy and casework › gives intensive support for job seekers who need it to become job ready › Better resources and provision of flexible English language training to improve job readiness for specific workplaces › Governments work more closely together to improve the effectiveness of employment programs and services for Victorians with African heritage, support transition between services and avoid duplication
Early school leavers and recent graduates	<ul style="list-style-type: none"> › Better support the career aspirations of early school leavers and graduates by providing clear and tailored guidance to young people and their parents about pathways and options › Provide early support to young people who may or have left school early to transition to study or to engage in employment, such as helping them to make informed decisions and providing industry specific work experience › Motivate and support graduates to enter their career of choice through opportunities, such as: <ul style="list-style-type: none"> › development opportunities to pursue creative and sporting careers › needs and activity-based mentoring and leadership courses that expand their professional networks › support for work experience opportunities › Promote role models for young people across industries

Job access and recruitment

- › In terms of the Commonwealth Government *jobactive* program:
 - › create stronger partnerships with settlement service providers to improve employment outcomes of newly arrived humanitarian and other entrants
 - › collaboratively review and improve the effectiveness of the *jobactive* training programs and individual support for young people of African heritage
 - › provide opportunities for tertiary qualified jobseekers
 - › Employers across all sectors to employ and retain Victorians with African heritage in positions that lead to ongoing careers
 - › Implement proactive government recruitment strategies that prepare and upskill Victorians with African heritage to fill expected labour shortages
 - › Promote culturally inclusive human resource policies and practices
 - › Civil, corporate, academic and philanthropic sectors to implement new and innovative initiatives to ensure Victorians with African heritage can access careers at all levels across sectors
 - › Create informal opportunities for jobseekers to meet and build relationships with potential employers
 - › Monitor, evaluate and report on barriers to Victorians with African heritage gaining career jobs
 - › Improve transitions from training to employment by implementing collaborative projects between communities, the Vocational Education and Training sector, the Higher Education sector, and employment services
 - › Find new ways to engage people with police records or minor convictions in employment or training
-

Overseas qualifications and skills

- › Work across governments and sectors to ensure new African migrants can find career jobs by:
 - › ensuring access to job search programs
 - › promoting work experience opportunities that lead to ongoing careers
 - › reducing the cost, complexity of and barriers to skills and qualifications recognition
 - › ensuring information about recognition processes is coordinated and accessible
 - › Improve the skills of career counsellors to ensure professional support is tailored and inclusive
 - › Extend Skills and Job Centres services to provide advice to people with overseas skills and qualifications
 - › Increase professional development support, such as through peak career development bodies
 - › Encourage and support upskilling for Victorians with African heritage whose qualifications are not recognised in Australia
-

Retention and upwards mobility

- › Implement strategies for the recruitment and retention of Victorians with African heritage across sectors
 - › Extend coordinated workplace culture training for African Victorian employees
 - › Promote cohesion across workplaces
 - › Keep people in jobs for longer by offering post-employment support to employees and employers
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FOCUS AREA 3: EDUCATION AND TRAINING

Building stronger foundations for learning and skills for life

Education, skills and qualifications are key enablers to getting a job and being financially secure.

Building strong learning foundations starts early in life. It begins with parents providing a nurturing environment at home and helping their children get ready for school and their future.

Every Victorian has the right to a good education, and to feel connected and supported in their place of learning. To reach their potential, each child and young person needs the support and encouragement of parents, carers and educators.

The positive influence teachers and schools can have in a person's life cannot be underestimated. They foster curiosity and creativity, and help build skills that will support them throughout their professional and personal lives.

In the past, migrants could live and work happily with very limited or no English because jobs were mainly in factories, industry and construction. However, in today's society, many jobs need particular skills and qualifications, English language skills are essential and technology plays an integral role in business and the delivery of services.

Proposed outcomes

- › Children, young people and adults are engaged, independent learners, and are resilient
- › More children attend kindergarten before preschool to help them be ready for school
- › Families are actively involved in their child's learning from early childhood to tertiary
- › Young people stay in education and reach their potential
- › Training is tailored and provides a strong foundation for individuals to reach full their potential
- › More people can speak English well and in different situations

Knowledge enables young people to determine their future.

TOPIC	PROPOSED ACTIONS
Early childhood education	<ul style="list-style-type: none"> › Support children with African heritage to be school ready, including by increasing participation levels in kindergarten › Support families to foster a good home learning environment › Ensure early childhood care provided to children of African heritage meets national quality standards › Work with local councils and the early childhood sector to improve engagement and understanding between providers, parents and families › Co-design supported parenting programs that reinforce the value of early childhood education and the parents' role in supporting school readiness, and: <ul style="list-style-type: none"> › draw on community resources to increase knowledge of different parenting approaches › build on cultural values and practices › Implement early childhood centre business plans that are inclusive of other cultures and communities
Connection to education	<ul style="list-style-type: none"> › Better understand and respond to discrimination in schools › Improve inclusion plans to ensure that each school is inclusive of and encourages expression of all cultures › Improve dialogue between schools, young people and families, including: <ul style="list-style-type: none"> › engaging and welcoming families into the school to set appropriate but high expectations › supporting families to understand the Australian education system and the role of schooling, the rights and responsibilities of schools, parents and students › ensure qualified translators are available to support parents with low English proficiency to engage with school › ensure parents understand every document before signing › always engaging parents in decisions regarding their children, particularly when involving specific counselling or disciplinary plan programs › Improve families' connections to school through communityled initiatives, such as: <ul style="list-style-type: none"> › parent-school liaison programs that involve regular meetings between schools and parents to discuss outstanding issues › community liaison or outreach officers to work directly with African young people and reconnect them to schools, jobs and training opportunities › parents' networking programs › Ensure complaints and feedback mechanisms at all levels are accessible and effective › Deliver annual professional development cultural competency and human rights training for staff to ensure a holistic picture › Support staff to implement effective cross-cultural teaching strategies and trauma informed behavioural management › Promote a regional network of culturally diverse liaison officers to engage with families and schools by region and the Department of Education and Training

TOPIC	PROPOSED ACTIONS
<p>Before and after school programs</p>	<ul style="list-style-type: none"> › Work with parents to actively support young people to participate in activity-based after school programs, › Make before and after school programs more widely available and relevant for young people, especially for those experiencing hardship › Increase support to local homework clubs to ensure they are viable and benefit young people. › Engage families and students in reviewing and designing outreach support for students who are at risk of dropping out to make sure services are accessible, tailored to individual needs and culturally responsive
<p>School age children and young people</p>	<ul style="list-style-type: none"> › Give communities access to data and information on school and individual performance that supports the development of stronger, collaborative responses to issues › Ensure school-based support policies and services meet individual needs, including by: <ul style="list-style-type: none"> › engaging directly with students and families to understand needs › involving families in service re-design › Offer targeted teaching to students with low English that support transition to mainstream schooling system › Provide extra support to students who are at risk of dropping out or are developmentally behind peers, particularly newly arrived children and young people, by: <ul style="list-style-type: none"> › supporting programs that involve the school, family and student to re-engage the young people with education or alternative learning pathways › enabling access to school-based and after school tutors, mentors and coaches › providing early, tailored and intensive support, including through culturally responsive teacher aides › Ensure access to Multicultural Education Aides is based on need › Establish a Multicultural Education Aide network to share best practice among schools › Ensure the delivery of English as an Additional Language continually improves by drawing out and applying best practice models › Ensure there is engagement with families and support for all student's educational needs › Support students to successfully transition to further education or employment by: <ul style="list-style-type: none"> › increasing access to career counsellors and mentorship or development opportunities that help students to understand career options and benefits of completing the Victorian Certificate of Education (VCE) or the Victorian Certificate of Applied Learning (VCAL) in line with their interests › providing equal support for students to pursue scored VCE or VCAL › providing information regarding all career options and pathways including trades, entry level positions (in government, private, other), volunteering and social enterprises › Encourage cultural connection among children and young people of African heritage › Support young people to develop financial and budgeting skills › Expand school-based programs that work with families to reconnect with young people at risk of disengaging › Review and tailor support to early school leavers to ensure it is holistic and meets their needs

TOPIC	PROPOSED ACTIONS
Adult education and learning	<ul style="list-style-type: none"> › Design tailored, inquiry-based programs that help adults to develop critical and creative thinking, and become adaptable, resilient and find belonging in new environments › Assess the scale of low literacy among long-term African Victorian residents › Evaluate the effectiveness of existing English as a Second Language (ESL) programs and develop specialist programs for people with long-term low literacy › Commonwealth Government to partner with African communities to evaluate the effectiveness of the Adult Migrant English Program ESL program across Victoria › Support families to learn the English language along with their children
Work experience and volunteering	<ul style="list-style-type: none"> › Expand access to and uptake of traineeships, cadetships, internships and apprenticeships among Victorians of African heritage, particularly in growing labour markets › Help to facilitate internships for tertiary African Victorian graduates › Support access to work placement programs that lead to ongoing employment, particularly for people who experience multiple barriers to work › Promote benefits of work based training pathways (such as apprenticeships) for Victorians with African heritage, through posters, TV and radio advertisement › Better support youth-led initiatives in the creative industries, such as through development opportunities › Promote and expand volunteering opportunities as a pathway to employment › Increase support for Victorians with African heritage to gain meaningful work experience across all sectors by: <ul style="list-style-type: none"> › encouraging them to apply for jobs in the Victorian Public Service at all levels › facilitating access to paid work experience opportunities
Higher education and vocational training	<ul style="list-style-type: none"> › Measure the success of African Australians entering universities and TAFEs › Encourage Victorians with African heritage to participate in Higher Education › Work with universities and TAFEs to encourage and facilitate a sense of community among Africans on campus › Increase knowledge of and access to quality training courses that lead to employment › Work with training providers, TAFEs and industry bodies to design 'real time' market-led training › Fund Industry-specific English programs for people who are lacking the required English skills to progress in their career › Review and adopt domestic and international best practice to support adults from non-English speaking backgrounds to transition effectively to employment

FOCUS AREA 4: HEALTH AND WELLBEING

Improving social, emotional and physical wellbeing

Good health and wellbeing, and access to healthcare, is a basic right for all Victorians.

Accessible, clear information, and responsive services helps people to understand the causes and symptoms of poor health and wellbeing, and to seek the right support and treatment.

Poor health and wellbeing can be avoided if addressed early, and supported through approaches and services that are responsive to diverse needs.

Collaborative efforts between state and local governments, practitioners of African heritage and funded organisations will support more people with African heritage to take informed steps to live a healthy, active and safe life.

Proposed outcomes

- › All Victorians of African heritage, particularly women, are safe and live free from abuse, violence and fear
- › Good mental health and quality of life for all children, young people and adults
- › Good physical health for all children, young people and adults
- › Tailored and responsive services meet the needs of Victorians of African heritage and lead to improved health literacy and outcomes



TOPIC	PROPOSED ACTIONS
Mental health	<ul style="list-style-type: none"> › Deliver culturally appropriate education programs that address the stigma of mental health › Create safe spaces to talk openly and publicly about mental health, and encourage greater understanding between communities, particularly young and older generations › Improve support to young people in mental health facilities › Review suicide rates among Victorians of African heritage and design tailored responses › Analyse mental health needs and review available mental health services › Review and ensure government mental health services focus on prevention, are culturally sensitive and appropriate, and support overall wellbeing › Ensure mental health practitioners understand cultural perspectives of mental health › Fund communities to deliver mental health services through social and community based programs › Better support people in the community who have critical or severe mental health issues › Design mental health programs inclusive of family values, traditions and expectations on young people › Build the health system’s capacity to meet the needs of people who experience unresolved trauma › Provide interpreter services and/or alternate modes of communication for those who do not understand the public, private and not for profit service delivery systems › Better support members of the older African communities who have experienced trauma due to war › Elders, community leaders, faith leaders help communities know about and access mental health services › Ensure language is not a barrier to accessing mental health services
Physical health and chronic disease	<ul style="list-style-type: none"> › Co-design and deliver community focused education programs that increase health knowledge and prevent chronic disease, such as on good hygiene practices, sexual health, nutrition and exercise › Ensure health information is provided in diverse languages, and is culturally appropriate and sensitive › Improve awareness around getting tested for certain cancers, such as prostate cancer, breast cancer and cervical cancer › Support people to understand and be able to confidently access the health system › Create pathways for young people, particularly girls and young women, to excel in sport through increased accessibility › Better support the sustainability of local sporting clubs and make sport more affordable for children and young people, particularly soccer › Increase access to sport and recreational opportunities, particularly as a way to increase wellbeing and belonging for young women, young mothers, single parents and people at risk

TOPIC	PROPOSED ACTIONS
<p>Family violence</p>	<ul style="list-style-type: none"> › Bring communities together to talk about gender inequality, and the constructs that create power imbalances and can cause violent and controlling behaviours › Change the culture around violence in the home through perpetrator accountability › Better understand the situation and needs of people with African heritage who experience family violence › Improve knowledge of family violence across communities, such as through community liaison officers who can work independently and collaboratively with services › Review and tailor early intervention and prevention policies, programs and services to ensure they meet diverse cultural needs › Use social media to help promote awareness of preventing family violence › Use best practice models to inform specialist responses to diverse communities, including Muslim families › Ensure service providers are culturally responsive and provide a sensitive individual and family experience › Empower women experiencing family violence to seek assistance from services and the community › Provide a foundation for ongoing reflection to ensure culturally appropriate prevention services › Help African Victorian collectives to support people who have become homeless due to family violence › Help socially isolated women to increase their resilience and connections › Train community and religious leaders on how to appropriately respond to and support victims and families › Ensure the Common Risk Assessment Framework is tailored to the needs of culturally diverse communities › Ensure Hubs consider both the physical and service needs of African communities › Develop programs to support men and encourage respectful relationships › Support men to change perspectives such as through culturally appropriate Men’s Behavioural Change programs or men’s sheds › Review and tailor how police engage with families within the context of family violence › Align future work under this plan with the Victorian Government’s reforms to prevent and respond to family violence and ensure that all reforms are accessible to Victorians from African communities



TOPIC	PROPOSED ACTIONS
Young people at risk	<ul style="list-style-type: none"> › Help communities to effectively respond to and support young people in diversion programs › Support and increase access to quality and culturally appropriate therapeutic programs, such as for young people who struggle with substance abuse and/or mental illnesses › Support early intervention and prevention initiatives, led by community and young people, that increase the safety of youth and reduce youth crime › Support mentoring programs for young people, run by young people › Implement tailored mentoring programs for young people without parents, particularly fathers, in Australia › Involve young people in finding new ways to help them build skills and confidence › Increase families' resilience and ability to support their young family members who are at risk › Create spaces where young people, who are struggling, feel comfortable and can pursue their interests › Community leaders support youth sense of belonging by listening to and working with young people
Seniors and the Elderly	<ul style="list-style-type: none"> › Ensure at home respite care for the elderly is tailored to needs › Improve the cultural appropriateness and sensitivity of working with elderly and people with disabilities through at home care services › Improve aged care services to African elderly by: <ul style="list-style-type: none"> › ensuring services are tailored to specific needs, including complex circumstances such as disability › ensuring services are culturally sensitive and appropriate › enhancing partnerships between families, communities and aged care providers › better supporting elderly without or with limited assets › Consider the viability of ethno-specific aged care services › Consider options to safeguard and ensure that the elderly can age with dignity
Strengthening families	<ul style="list-style-type: none"> › Support communities and families to have respectful relationships and resolve intergenerational conflict, such as through: <ul style="list-style-type: none"> › positive parenting programs run by communities that tackle current issues, such as youth culture, drugs, alcohol, teen pregnancy, mental health and better support for LGBTI people › programs that develop parents' skills to manage situations with children that cause conflict › tailored (psycho-social) programs that involve family, practitioners and other specialists › alternative dispute resolution pathways › Help families – young people, parents and grandparents – to connect and enjoy experiences that broaden role structures and prevent or resolve conflict › In collaboration with government and academia, undertake research on how African parents raise children in Australia, and reconcile family values and traditions with children's expectations › Based on research and evaluation, implement early intervention initiatives to resolve conflict and strengthen relationships using common and positive values › Support parents, particularly single mothers, to access available services and community supports › Support families living in public housing to access services

FOCUS AREA 5: INCLUSION AND EMPOWERMENT

Supporting equal rights and opportunities, and increasing participation and inclusion

Every Victorian has equal rights, regardless of their background or circumstances, and respecting these rights is fundamental if we are to remain a strong and cohesive society.

Each person has their own unique identity shaped by their experiences, interests, relationships and sense of connection to culture and community.

In African cultures, interpersonal relationships are highly valued, and the group of people considered to be relations is very large.

When someone experiences isolation from communities because of prejudice, it can greatly affect community and personal wellbeing. Community leaders in particular play a critical role in welcoming, engaging and including all people, and rejecting discrimination in all its forms.

Irrespective of gender, age, religion, sexual orientation, ethnicity, proximity, mobility or situation, everyone should feel included, has the right to be themselves, and to belong.

Proposed outcomes

- › Communities are inclusive, embrace individual identities and reject all forms of discrimination
- › Everyone feels empowered to express themselves freely
- › Everyone is socially engaged and actively participates in the community
- › Women are respected and empowered



TOPIC	PROPOSED ACTIONS
New arrivals	<ul style="list-style-type: none"> › Ensure staff delivering services are reflective of Victoria’s diversity in order support newly arrived people from African countries and help them orientate to and become part of the community › Build the leadership capacity of newcomers to Victoria › Support young people to manage culture shock and adapt to their new environments › Involve communities in decisions about where new arrivals settle, particularly in regional Victoria, to ensure they are well-supported and can be more quickly connected to ongoing employment › Research and design programs to proactively address push and pull factors of secondary migration › Work with communities to develop a regional settlement and migration strategy for African communities
People with disabilities	<ul style="list-style-type: none"> › Better engage carers and people with a disability about the services they may need, for example, provide information to increase understanding about the National Disability Insurance Scheme › Increase advocacy support for people with disabilities › Ensure disability services are accessible and meet the needs of African Victorians with a disability › Strengthen informal and formal networks of carers and people with a disability › Work with carers and people with a disability to design local services that meet common needs, increase networks, and that support them to feel included and to participate fully in society
Seniors and the Elderly	<ul style="list-style-type: none"> › Analyse the needs of seniors and the elderly and design new or improve existing services › Find new ways of ensuring seniors and the elderly know about available services › Expand advocacy services and community support for seniors and the elderly › Support seniors and the elderly to become more confident in using technology, particularly those with lower English abilities › Support initiatives that increase engagement with the elderly and younger generations
Gender and sexuality	<ul style="list-style-type: none"> › Bring communities together to talk openly about different gender and sexual orientation › Support initiatives that encourage people to build understanding and embrace LGBTI people › Increase acceptance of LGBTI people and relationships in the community across all age groups

TOPIC	PROPOSED ACTIONS
<p>People in Justice System</p>	<ul style="list-style-type: none"> › Review and expand diversionary programs that are well-rounded and culturally appropriate › Review and tailor support services to promote long-term re-integration into society, with a focus on preventing reoffending, stabilising accommodation, finding employment, and increasing cultural and social connection › Ensure practical support is given to young people upon release from custody to help them navigate their way back into the community and prevent reoffending, such as orientation › Design initiatives that provide response and support while in custody, on community orders and on release › Ensure staff in the justice system are reflective of Victoria’s diversity Support and train more people, including people from diverse backgrounds, to become part of existing Youth Justice and Corrections Victoria programs and services, such as: <ul style="list-style-type: none"> › the independent support program for alleged offenders and families pre- and post-release › formal visitation, mentoring and case management programs › activities delivered in prisons and Youth Justice centres › Provide culturally appropriate support to families whose children are in the justice system, such as through counselling and central and consistent points of information › Better connect young people to education on release › Use ‘consequence’ messaging in supervision › Work with the parole board to improve the engagement of young people after release
<p>Women and gender equality</p>	<ul style="list-style-type: none"> › Bring communities together to talk openly about gender equality › Work with women, church groups and service providers to increase connection and wellbeing › Expand women’s empowerment programs, particularly for Muslim young women › Design and deliver local programs and initiatives that support women and empower them to be who they want to be, particularly young women and single mothers › Improve access to English training for women, particularly those with children or who are isolated › Review and improve support to young people who are without or isolated from parents › Fill service gaps for women who hold temporary visa and are accessing Commonwealth entitlements › Expand supported playgroups for all women, but particularly young mothers or single mothers
<p>Child Protection</p>	<ul style="list-style-type: none"> › Develop cross-cultural awareness in child protection services › Increase cultural connection for children in out-of-home-care

FOCUS AREA 6: LEADERSHIP, COHESION AND CONNECTION

Building effective leadership and cohesion within communities, and creating stronger connections across society

Victorians of African heritage have a strong desire to contribute to society, feel accepted and to help make our state even stronger.

Most people have a strong sense of responsibility and respect for elders, family and community. And while it is important for everyone to find their place in broader society, it's also important to remain connected to family, community and culture.

By working together to build knowledge and skills, especially among potential leaders and young people, communities have an opportunity to create a bright and prosperous future.

Proposed outcomes

- › Unified and empowered communities that proactively prioritises, plans and solves issues
- › More Victorians with African heritage are partners, influencers and leaders across society
- › People have a strong sense of identity and feel connected to their culture, traditions and values
- › Young people are nurtured to lead, connect and make informed decisions for their future

TOPIC	PROPOSED ACTIONS
Community leadership	<ul style="list-style-type: none"> › Community leaders design new models and structures of leadership that: <ul style="list-style-type: none"> › lead to coordinated action across communities through a (peak body) structure that is representative of local communities/groups from different backgrounds and with different focus › promote opportunities for people with leadership potential to develop and contribute to the community › Support communities to design initiatives that promote self-reflection and self-improvement for its members › Actively empower women of all ages to become leaders › Increase the number of female leaders across all communities and organisations › Communities to work more closely with the Victorian Equal Opportunity and Human Rights Commission regarding advocacy services › Improve engagement between communities and government › Facilitate opportunities for communities to participate in robust, strategic government decision-making › Include more Victorians of African heritage on boards, advisory bodies, and committees › Where services are delivered to African communities, promote partnerships between funded organisations and African organisations that are genuine and equal, and where project decisions are community-led › Build the ability of community organisations and groups to meet recognised or accredited service standards › Ensure funding guidelines enable African Victorian organisations to compete effectively › Support community-led projects by running grants rounds that are more accessible and include more people
Knowledge sharing and coordination	<ul style="list-style-type: none"> › Support the community to build knowledge on: <ul style="list-style-type: none"> › African communities, organisations and services › data analysis and research › central community resources › information and connections across communities › advice to government, private and civic sectors › Across sectors, map all programs and services that support Victorians of African heritage › Run courses on leadership, governance, conflict resolution, project management and management › Support government policies, strategies and communications to reflect the cultural diversity of its population › Use online and social media platforms better to educate and empower community members › Consolidate community expertise and talent pools of people that can design and implement projects within the community, as well as with funded organisations and other sectors › Circulate a directory of African Victorian professionals and organisations › Improve data collection and analysis on critical issues affecting communities › Governments and other partners to release available data to allow planning, delivery and evaluation of actions

TOPIC	PROPOSED ACTIONS
<p>Cohesion across communities</p>	<ul style="list-style-type: none"> › Bring communities together to talk openly about sensitive issues and breakdown barriers and prejudices › Co-develop and deliver training to multi-faith leaders in community development and support › Provide platforms for older and younger generations to discuss differing experiences and values › Increase engagement and understanding between African communities and other communities across Victoria, such as through large events, local activities and specific programs › Share the history of Africans and create platforms to share stories › Support initiatives that build understanding and trust between young people, communities and governments, including through dialogue and local activities › Explore options to build understanding, respect and trust between communities and broader society › Invest in creative community projects and celebrations that promote diversity
<p>Young people</p>	<ul style="list-style-type: none"> › Give young people wide reaching platforms to be heard, including those who are struggling › Help young people to connect, such as through state wide youth councils or youth-led conferences or events › Across all sectors, give young people opportunities to lead and become positive role models › Tailor and expand activity-based leadership and mentoring programs for young people › Equip young people with the skills and knowledge to manage conflict, culture shock and become leaders › Better engage and connect young people to government through structured development programs › Support initiatives across the state that increase youth sense of belonging and promote social cohesion › Fund state-wide programs that connect young people of African heritage with young people from other diverse communities to grow, learn and develop skills
<p>Infrastructure and facilities</p>	<ul style="list-style-type: none"> › Simplify access to council and government owned premises for young people outside school hours › Ensure youth drop-in centres and outreach programs are open at times when they want to use them › Improve access to government or organisation-owned meeting spaces and infrastructure by: <ul style="list-style-type: none"> › better coordinating information regarding available venues › allowing hire at affordable rates › Establish multipurpose centres that connect communities and enable expression of diverse African cultures and identities › Establish 'one-stop shops' that holistically address issues that prevent engagement or reduce wellbeing

TOPIC	PROPOSED ACTIONS
Media	<ul style="list-style-type: none"> › Lift the public profile of people who others can relate and aspire to › Bring awareness to Africa as a continent, its diversity and connection to Australia's socio-economic relations › Facilitate stronger relationships with journalists and media outlets to highlight good news stories › Communities to co-invest in cross-community media platforms that: <ul style="list-style-type: none"> › provide an alternative positive narrative and voice › fairly communicate relevant information and knowledge › share positive stories
Understanding of Australian law and engagement with authorities	<ul style="list-style-type: none"> › Increase communities' knowledge of their rights, responsibilities and protections in Australian law, such as: <ul style="list-style-type: none"> › employment law › criminal law › civil law and consumer affairs › family and child protection law › human rights law and frameworks › Provide legal services that educate people, with a focus on prevention, early intervention and rehabilitation › Provide culturally appropriate legal aid services to communities › Improve awareness of Australia's democratic systems and institutions, including the courts › Increase parents' knowledge of how the justice system functions and improve interactions between young people and the justice system › Build trust and knowledge between local police, families and young people, such as through: <ul style="list-style-type: none"> › sharing cultural knowledge and understanding with police › greater recruitment and retention of culturally diverse police officers › accessible education programs for women, young people that build knowledge on the role of police, and rights and responsibilities of residents

COMMON THEMES

As the focus areas and proposed actions in this plan were determined, three common themes emerged: better participation and better services; building skills through partnerships; and improving knowledge and evidence.

These themes identify common principles that will guide the next steps of implementation.

1. Better participation and better services

Better service outcomes can be achieved by involving more Victorians of African heritage in the design, delivery, review and evaluation of program and services. Governments spend a lot of money on health, education, employment services, among others, for the public. Programs must be flexible and adaptable to the needs of the person using them.

African communities use different approaches to managing issues, based on having very different experiences, and diverse backgrounds. In many cases, issues often relate to a person's family situation.

Communities' knowledge of and connection to services needs to be improved. This can be achieved by using better ways of reaching and communicating with people. We should use other means of outreach beyond technology, such as involving more people, who are trusted and accepted by communities, in outreach.

Proposed Common Principles

- › Improve knowledge and uptake of services, such as by using the right interpreters and improving outreach
- › Ensure all programs and services are culturally responsive, including by involving more Victorians of African heritage in policy making and program management through co-design, co-delivery and co-review processes
- › Across governments, better coordinate and integrate systems and services that focus on African communities

2. Building skills through partnerships

Over time, the Action Plan aims to make communities more self-reliant, to build their skills and knowledge so they can take the lead in more ways. Building stronger partnerships now is central to this. Through stronger partnerships, people and organisations across communities can build their skills. Communities should strengthen their existing partnerships and make new ones across sectors and communities. Along with other partners, governments can help to build the ability of community organisations to meet recognised standards.

Proposed Common Principles

- › Promote partnerships between funded organisations and African organisations that are genuine and equal, and where project decisions are community-led
- › Use learning or engagement models that are activity-based and expand networks, such as coaching, mentoring or 'train the trainer'
- › Support community organisations and groups to meet recognised or accredited service standards
- › Support community led projects that engage more people across communities
- › Better coordinate the collection of information and share knowledge across African communities

3. Improving knowledge and evidence

Poor data collection and analysis has contributed to there being little change in issues affecting African communities. Data collection about culturally diverse communities needs to be more consistent and consider ethnicity, which does not account for younger generations born in Australia. Communities can help to improve the reliability of data by supporting people with low English skills to complete surveys and feel confident to report sensitive issues, such as family violence incidents. Communities also need to better coordinate and share information, which will support people to take more informed action.

Proposed Common Principles

- › Improve knowledge and information sharing across African communities
- › Build the evidence base on critical issues affecting communities
- › Better share information to allow planning, delivery and evaluation of actions

THE WAY FORWARD

This Action Plan captures what communities want and need to make immediate and lasting change. But this is just the start.

As the focus areas and common themes are connected, change cannot be achieved in isolation. The next phases will need participation, collaboration and support from all governments – of all sides – and many partners across the private sector, industries, philanthropy, academia and civil society.

Long-term change will require careful planning to decide immediate actions, as well as short and medium-term priorities.

It will also require significant investment from partners, both financial and in-kind, and ongoing commitment from the Victorian Government to support long-term delivery.

In creating this Action Plan, the AMWG recommend that implementation be phased into four year periods, allowing partners to take stock, then build on progress.

FIGURE 6: THE WAY FORWARD



We need to plan collaboratively, think long term, and learn as we go.

Priorities for implementation

Implementation will not be easy. There are many proposed actions and several partners. Addressing the issues and achieving change will take sustained effort over a long period.

However, this should not deter us from trying.

Three priorities have been identified by the AMWG to help guide implementation, with each proposed action being delivered through existing or new initiatives.

1. Strong governance and partnerships

Communities and government should design and implement an inclusive arrangement to support the Action Plan. This structure will oversee implementation and establish a strong partnership approach from the beginning.

Governance structure

The structure should ensure that governments and communities in particular remain accountable. Also, decisions – particularly about funding and who will deliver actions – are transparent and fairly made.

Community representation should fairly reflect all communities. This means making sure members represent all African regions, and different ethnicity, gender, age, religion, Victorian locations, and, as much as possible, other characteristics such as disability and sexual orientation. Representatives should be openly selected, draw on a mix of skills, and enable any interested person to explain how they can contribute.

Young people should have a separate way to guide implementation, such as through a youth committee.

Issues that can derail progress, such as conflict of interest, must be carefully managed.

Role of partners

The views and needs of all Victorians with African heritage should remain the first priority. Further, all partners should be equal, and agree and clearly understand their role and responsibilities.

Each partner should lead or support the delivery of actions through financial and in-kind support.

There are many people, organisations and bodies, who are already working closely with and for African communities. Aside from the Victorian Government and African communities, other partners should include:

- › Commonwealth Government, which is responsible for resettlement and for funding many core services
- › local government, which interacts directly with and provides many services to many people
- › the civil sector, which includes mainstream, specialist, ethno-specific, and community organisations and groups
- › private, philanthropic and academic sectors
- › faith leaders and faith-based organisations

2. Engaging communities across Victoria

Africans believe “it takes a whole village to raise a child.” Community leaders, especially elders, are vital for effective communication. Africans engage and resolve conflict through elders and faith leaders.

Throughout implementation, however, it will be important to engage across all communities, in all locations. Everyone has the right to be heard and to be given an opportunity to participate in ways they can.

Engagement should be action focused, and enable people across communities to see how change is being made. For example, this could involve communities – grandmothers, grandfathers, mothers, fathers, sisters, brothers, daughters and sons – participating in new initiatives, reviewing specific services or hearing reports on progress.

3. Measuring, monitoring, evaluating and reporting on progress

Setting priorities, indicators, targets and timelines for delivering actions will enable partners to measure success. This will require better access to and analysis of available data.

Building an evidence base

Support the community to build knowledge on:

- › developing a data collection system, with robust indicators and targets
- › monitoring, reporting and evaluating success during implementation
- › supporting field staff of African heritage to collect and analyse data
- › supporting partners to address reporting gaps and develop responsive policies, and
- › connecting communities, academia and policy makers.

Monitoring, evaluation and reporting

A monitoring and evaluation strategy and framework will be developed to guide implementation. This will be consistent with the whole of government Multicultural Affairs Outcomes Framework announced in the Victorian Government’s Multicultural Policy Statement, and will ensure accountability for actions linked to the Action Plan.

Evaluation will ensure partners know if the actions are having the intended impact. Given the complex cross-cutting nature of Victorian-African settlement, cohesion, and inclusion issues (and given that data collection in this area is largely unchartered), partners will discuss and select the most appropriate evaluative approach.

Communities could be involved in piloting projects and delivering evaluation models, with a focus on making sure there is good participation. Reporting will also ensure progress is tangible and visible to communities.

APPENDIX A: SUMMARY OF ISSUES PROVIDED BY COMMUNITY MEMBERS DURING CONSULTATIONS

Business

Most Africans have entrepreneurial skills developed over generations. African communities need professional advice and training to move from small business in a micro market to larger, viable businesses.

Communities also need to increase their knowledge of business in Africa and support economic relationships with the African continent.

Employment

High unemployment is not due to a lack of jobs. The issue lies in making sure young Africans are job ready. To be job ready starts at the earliest level of education and cannot fully be achieved in any short term program. It starts with providing opportunities for the mothers and young people who traditionally have had the greatest employment barriers.

Lack of work experience and life skills are two of the biggest barriers to youth employment. As a result young people may feel left out and this can lead to other issues.

Often there is no encouragement for women in African communities to be in the workforce, especially when they have young children. Mothers who want to work should be supported to re-enter the workforce. This may reduce welfare dependency among some others.

The Victorian Government and employers across all sectors need to increase the diversity of their workplaces, from entry to executive levels, to better reflect the diversity of the Victorian society. This pursuit can be assisted by employers, particularly client facing professions such as courts, police and human services, using inclusive recruitment and retention practices. Unfortunately, discrimination in recruitment practices and in the workplace is felt strongly across African communities, particularly by young women who wear religious dress.

Providing informal and formal opportunities for job seekers and prospective employers to connect can break down barriers. African jobseekers, especially young people, particularly need informal opportunities to engage with employers, and learn what employers are seeking and what they can offer.

Education and training

Many African children are at different levels of learning and development. Children and young people of African heritage may need tailored support from the education system to develop to their full potential, as capable and independent thinkers.

Many young people have experienced disrupted education due to trans-continental movement. This can often present itself as an issue as it affects the young person's development both socially and mentally. Some may have high expectations in their pursuit of a career (for example, becoming a doctor or engineer) but are often limited because of their lack of formal, fundamental education. This issue may also affect their social development as they may not feel motivated or inclined to challenge themselves. Some may engage in anti-social behaviour which can often lead to becoming disengaged from learning and an uncertain future. More should be done to reduce culture shock and improve transition into the mainstream schooling system.

Some parents, due to their experiences, levels of education and language barriers, struggle to engage with educational institutions and to support their children's education, including by providing a good home learning environment. Some are simply not educated about the Victorian education system.

Discrimination and racism, perceived or actual, is impacting on the connection of families and students to education.

There can be a lack of cultural awareness and practices in educational settings, which are negatively impacting on the learning growth of children. Some feel there is often biased or stereotyped skills assessment applied to African Victorian children and young people. Some students are given the impression they are not capable, which leads to inappropriate advice and referrals.

Early years

Africa's oral traditions and learning first language dominates the early years of the African child in the home until school age. First language, customs and traditions should be more highly valued.

In Australia, some parents do not see the value of and are not connected to early childhood education. Children with African heritage are under-represented in early childhood centres and kindergarten. Lack of affordability and the need for mothers to work leads to reduced enrolments in early childhood centres and use of informal care, such as with grandparents who may not be equipped to support learning growth.

Often, children are therefore not school ready.

School

Enrolling some children and young people with African heritage in school according to age, without additional and tailored support, places them at a learning disadvantage. This is particularly the case for newly arrived students who have had disrupted education and are unfamiliar with the Australian education system.

It is critical that all students achieve grade appropriate levels of spoken academic English and English literacy to participate fully in education and access the curriculum to its fullest extent.

Education content needs to link appropriately with other sectors and provide sufficient grounding in intensive language courses for students of all ages to move into the mainstream sector. This support should at least include targeted and linguistics-informed teaching of EAL, and where possible first language support and maintenance. First language support at all levels will assist learners to deepen and broaden their conceptual skills and make links with the English mediated components of the curriculum.

Home/school relations, and wider social and pastoral care are also influenced by language support and policy.

Some students with African heritage drop out of school because they do not understand or feel understood by teachers in class. They are also forced to choose subjects that do not align with their career aspirations.

Some students report low expectations or a lack of support in their education, and do not feel adequately recognised or catered for.

Many families rely on after school programs to support their children's learning growth. However, many programs do not last because of lack of funding and spaces to hold programs. There is an over-reliance on volunteers, including teachers. Some highly African populated areas do not have after school programs.

Adult learning

Some adults need additional guidance and training to improve their literacy, develop resilience and foster understanding of and their engagement in community life.

Often there is a lack of emphasis on mothers to seek further education, with the view being their only role or pastime is to raise their children. Single parents are sometimes also not encouraged to seek further education or are overwhelmed by single parenthood.

Greater support should be given to mothers and single parents to pursue education and training. Mothers are a great influence on their children and families, which is why it is important to address this issue.

Health

Health systems, policy and clinical research in Victoria largely work in isolation. The Health Management Information System has identified a disproportionate and substantial burden of mental health among migrant Africans and Victorians of African heritage, but there is little data to guide culturally appropriate and effective diagnosis and management. For example, there is a lack of robust evidence on patient and workforce knowledge, attitudes, cultural beliefs and practices towards mental health and factors that contribute to poor mental health.

Mental health

Mental health is an issue that affects all members of African communities, both young and old. Many new African migrants bring a level of trauma that is not evident in other migrant groups, adding another level of complexity.

Trauma that is affecting adults can transfer to and impact the wellbeing of their children. Trauma manifest from various sources; from events experienced in home countries, on their journey to Australia or from feeling isolated, cultural confusion and prejudice once here in Australia. Among the older generation, some are not supported. Coupled with language barriers, this can reduce their social and emotional wellbeing.

For the younger generation, mental health is still an issue but it may present itself differently, such as through substance abuse, moving away from positive influences such as family and school, or risky behaviour.

Poor nutrition and related avoidable consequences, such as type 2 diabetes and obesity, are major risks. Research into the problem of diabetes, its causes, and to develop sector-wide policies and programs is needed.

Young people

Too often the voice of young people has been neglected or articulated from an elder's perspective. Culturally, parents are expected to be their child's decision-makers until they are independent. The young person's lack of voice has had a damaging effect in communities. It has resulted in misguided young people and unelected spokespersons advocating on the behalf of young people without truly addressing their issues.

Identity, connections

Young people want to be part of mainstream society and connect readily by technology but are not always supported in expressing and exploring their identity. Some young people are heavily involved in the arts space and want to pursue careers in writing, acting and poetry; this presents itself as an issue when certain parents are head strong about the career paths the young person should take. Young people should not be subjected to feeling the need to fulfil their parents' goals in terms of career progression. Parents, schools and the community should work together to support each young person's aspirations for their lives.

Exploring identity is another issue young people face in the community. Due to the cultural and religious influence in an African home expressing one's sexuality can be an issue. Too often young people have been left homeless or suffering some form of mental illness because of their sexuality; other times they choose to live with this secret, again facing mental health issues. Parents and the community can work together to establish a safe space and open dialogue to discuss such issues.

Media and identity


Negative media portrayal can affect the whole African community. These stories create stereotypes, which unfortunately affect some people seeking employment and participating in the community.

This type of portrayal can also negatively affect African Victorians' 'sense of belonging'. Communities can organise together to counter act negative media with facts and a unified response. Communities can also work with mainstream media to create open spaces where people are invited to share their stories.

Access to services

There are often three reasons why programs and services do not work well. First, often services are designed and implemented from the 'top down', without real understanding of the needs and diversity of communities they are trying to reach. Second, many programs often demand participation without increasing the ability to participate. While there are some effective and useful programs available, quite often they are offered in times or places that make it difficult for the community to access them. Further, the programs do not have the outreach to attract community participation.

Leaders have an important role in passing information to their community. However, they should not be the only point of knowledge sharing. Information should be translated in main languages and distributed in frequented places. It is important to diversify the way information is relayed, beyond internet and email.



There is general dissatisfaction with service providers who are funded to help the African community but who achieve poor results because they don't know the community sufficiently well. They lack cultural competency and are more focused on ticking boxes than meeting the real needs of the communities they are expected to help. At the same time, governments have previously supported African community organisations to provide services, yet in some cases very little has been achieved.

Engagement with the Justice System and authorities

African migrants come with little knowledge about the Justice System. Some African communities also have major concerns about engaging with the Justice System, and other authorities including courts and police.

In many cases, African migrants come from cultures where any contact with authorities means trouble. A letter from the government can bring a sense of anxiety and shame, making them reluctant to share it with those who might help them understand what can be, to them, complex and difficult English. People may not understand the need to respond within a time frame or not respond to communications, hoping the problem will be forgotten.

When a family member is involved in the justice system, it can be seen as bringing shame to the family. Families may turn away from the member of their family who has gotten in trouble.

Although in recent years, relationships between police and the justice system have improved, more must be done to address low level of awareness of Australian laws, courts and the justice system. Trust needs to be established between communities and the police.

Programs can be established for people leaving the justice system to encourage them to think about their future and how they could live a better life. Through better access to centres and prisons, with the support of relevant training, communities can form relationships with people and provide ongoing support to prevent reoffending.

Family violence and gender inequality

Family violence is an increasing concern among African families. One of the biggest issues is that almost no one speaks out. Women experiencing family violence are reluctant to speak up. African families often do not call police because they are afraid of authority and, particularly, of bringing shame to their families and community.

Young people can play a role in supporting women, but need to be supported themselves.

Service providers can lack cultural competence to encourage people who are affected to speak out. Strategies should be put in place to empower and support the whole family to prevent and respond.

Leaders across all communities must take a stand and speak in support of gender equality. They must lead a public conversation on family violence. They need to support families to build and nurture better relationships.

Families and communities

Africans resolve conflict through elders and faith leaders. Community leaders, especially elders, are vital for effective communication.

Africans believe “it takes a whole village to raise a child.” In this context, mediation is critical to resolving conflict, and government departments and funded agencies need to remain aware of cultural differences.

Language gaps are increasing the intergenerational rift. The whole family – men, women and children – need empowerment so their voices are heard.

Many people across African communities are reluctant to talk publicly about sensitive issues. These issues affect many people across communities – mental health, sexual orientation, gender, violence among families, the lower status of women, and the specific support that carers and people with disabilities need. Communities need to bring these conversations out of homes into the public.

APPENDIX B: LIST OF CONTRIBUTORS BY SUBMISSION

No	Name/ organisation/ community
1	Peter Greiner
2	Nicola McKay
3	Siva Sivagnanam
4	Dr Sara Maher, Population, Migration & Social Inclusion, Monash University
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7	James L. Simon
8	Western Region Ethnic Communities Council
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10	African Australian Multicultural Employment and Youth Services
11	African Australia Communities Leadership Forum
12	Jesuit Social Services
13	Betty Belay
14	Afri-Aus Care Inc.
15	Community in Abundance Inc.
16	Josef Szwarc
17	African Family Services
18	Banyule City Council
19	City of Casey, Brimbank City Council, Melton City Council, Wyndham City Council, Dandenong City Council, Maribyrnong City Council, City of Stonington and City of Melbourne <i>Metropolitan Melbourne African Australian Workshop</i>
20	City of Melbourne, City of Melton, City of Moreland and City of Yarra <i>LGAs African Communities Workgroup Discussions regarding Draft Action Plan</i>
21	Park Towers Tenant Management Inc.
22	cohealth
23	iEmpower Youth Inc.
24	City of Darebin, DarebinSpeak
25	Patricia Kimtia
26	Marta Marot
27	Afro-Australian Student Organisation
28	Miriam H. Marembo
29	Lorna Deng
30	African Women's and Families Network
31	Ethnic Communities Council of Victoria
32	Greater Luo, South Sudanese community
33	South East Community Links
34	OneTribe Inc.

APPENDIX C: GLOSSARY OF TERMS

Adult education	A practice in which adults engage in informal, non-accredited training in order to gain new forms of knowledge, skills, attitudes, or values.
Advocacy	Public support for or recommendation of a particular cause or policy.
Agency	The capacity, condition, or state of acting or exerting power over oneself.
African Victorian	A Victorian resident who was born in an African country or has African heritage.
AMWG	African Ministerial Working Group; appointed by the Victorian Government in 2016
At risk young people/youth	A young person who is exposed to harm or danger.
Business	The practice of making one's living by engaging in commerce.
Cohesion	The action or fact of forming a united whole.
Community/ies	A group of people living in the same place or having a particular characteristic in common. The people of a district or country considered collectively, especially in the context of social values and responsibilities; society.
Culturally sensitive/ appropriate / responsive	Being aware that cultural differences and similarities between people exist without assigning them a value – positive or negative, better or worse, right or wrong.
Culture	The customs, arts, social institutions, and achievements of a particular nation, people, or other social group.
Discrimination	The unjust or prejudicial treatment of different categories of people, especially on the grounds of race, age, or sex.
Drug and alcohol abuse/ Substance abuse	Long-term, pathological use of alcohol or drugs, characterized by daily intoxication, inability to reduce consumption, and impairment in social or occupational functioning; broadly, alcohol or drug addiction.
EAL/ English as an Additional Language	Someone whose first language is not English. First language is the language to which a child was initially exposed and continues to use at home or in the community.
Early school leaver	The departure from school of a student who has not completed Year 12.
Empowered/ Empowerment	Make (someone) stronger and more confident, especially in controlling their life and claiming their rights.
Entrepreneurship/ Entrepreneur	A person who sets up a business or businesses, taking on financial risks in the hope of profit.
Faith based institutions	Affiliated with or based on religion or a religious group.
Family violence	The Victorian <i>Family Violence Protection Act 2008</i> defines family violence as behaviour by a person towards a family member that is physically or sexually abusive, emotionally or psychologically abusive, financially or economically abusive, threatening or coercive, or that dominates the family member causing them to feel fear. It also includes behaviour by a person that causes a child to hear, see or be aware of violent acts (e.g. by hearing fights, seeing injury or damage).
Gender equality	The state in which access to rights or opportunities is unaffected by gender.
Holistic/holistically	The belief that the parts of something are intimately interconnected and explicable only by reference to the whole.
Justice System	The system of law enforcement that is directly involved in apprehending, prosecuting, defending, sentencing, and punishing those who are suspected or convicted of criminal offenses.
LGBTI	Lesbian, Gay, Bisexual, Transgender and Intersex.
Mental health	A person's condition with regard to their psychological and emotional well-being.
Mental illness	A condition which causes serious disorder in a person's behaviour or thinking.

Migrants	A person who moves from one place to another, especially in order to find work or better living conditions.
National Disability Insurance Scheme	A Commonwealth Government initiative established by legislation in 2016 that aims to support around 460,000 people in Australia with a permanent or significant disability.
Network(s)	A group or system of interconnected people or things; a group of people who exchange information and contacts for professional or social purposes.
New Arrivals	Individuals and families who have arrived and are living in Victoria for the past five years regardless of their Visa status.
One stop shop	A business or office or online space where multiple services are offered.
Outcomes framework	A resources to help you link what you do (activities) with what you want to achieve (outcomes).
Overseas qualification	The action or fact of becoming qualified as a recognised practitioner of a profession or activity in a different country other than Australia.
Pastoral care	A policy and practice that is fully integrated throughout the teaching and learning and structural organisation of a school to effectively meet the personal, social (wellbeing) and academic needs of students and staff.
Victorian Public Sector/ VPS/ Victorian public service/ Victorian Government departments	Supports the government of the day in serving the Victorian community. A government or state agency, often an appointed commission, is a permanent or semi-permanent organization in the machinery of government that is responsible for the oversight and administration of specific functions.
Racism	Prejudice, discrimination, or antagonism directed against someone of a different race based on the belief that one's own race is superior.
School age	All Victorian children aged between six and 17 must attend school. Grade 'Prep' (preparatory year) to Grade six attend primary school. Victorian secondary school is from Year seven to Year 12. To attend a government school in Victoria, your child must be five years of age by 30 April of the year they start.
Sexual orientation	A person's sexual identity in relation to the gender to which they are attracted; the fact of being heterosexual, homosexual, or bisexual.
Social cohesion	The willingness of members of a society to cooperate with each other in order to survive and prosper. ... Social cohesion contributes to a wide variety of social outcomes such as health and economic prosperity.
Start up/ startup	An entrepreneurial venture that is typically a newly emerged, fast-growing business that aims to meet a marketplace need
Sustainability	The ability to be maintained at a certain rate or level.
Train the trainer	A learning technique that teaches students to be teachers themselves.
Trauma informed behavioural management	An approach that focuses on how trauma may affect an individual's life and their response to behavioural health services, from prevention through treatment.
VCAL	Victorian Certificate of Applied Learning: gives students in Years 11 and 12 practical work-related experience, as well as literacy and numeracy skills and the opportunity to build personal skills that are important for life and work.
VCE	Victorian Certificate of Education: the certificate that most students in Victoria receive on satisfactory completion of Year 12. The VCE provides diverse pathways to further study or training at university or TAFE and to employment.
VET	Vocational Education and Training: that part of tertiary education and training that provides accredited training in job related and technical skills, covering a large range of industries like trades, retail, hospitality and technology. Qualifications range from certificate II to certificate IV, diploma and advanced diploma.
Wellbeing	The state of being comfortable, healthy, or happy.
Work experience	Short-term experience of employment, typically arranged for older pupils by schools.
Youth/ Young people	A person generally from 12 to 25 years of age. Between childhood and adult age.

APPENDIX D: LIST OF TABLES

TABLE 1: VICTORIA: PERSONS BORN IN AFRICAN COUNTRIES, 2016 AND 2011 CENSUS

Rank 2016	Country of Birth	2016	2011	Change 2011-2016	
		Persons	Persons	Persons	% Change
1	South Africa	27,184	24,447	2,737	11.2
2	Egypt	13,282	12,490	792	6.3
3	Mauritius	11,812	11,600	212	1.8
4	Ethiopia	6,368	4,489	1,879	41.9
5	Sudan	5,665	6,084	-419	-6.9
6	Zimbabwe	4,694	3,781	913	24.1
7	Somalia	3,904	3,061	843	27.5
8	Kenya	3,860	2,850	1,010	35.4
9	South Sudan	2,750	1,118	1,632	146.0
10	Eritrea	2,002	1,519	483	31.8
11	Nigeria	1,970	1,130	840	74.3
12	Libya	1,036	1,008	28	2.8
13	Seychelles	949	994	-45	-4.5
14	Ghana	941	666	275	41.3
15	Zambia	843	714	129	18.1
16	Congo, Democratic Rep	731	339	392	115.6
17	Liberia	690	506	184	36.4
18	Uganda	677	500	177	35.4
19	Tanzania	666	566	100	17.7
20	Morocco	581	496	85	17.1
21	Sierra Leone	376	292	84	28.8
22	Algeria	302	224	78	34.8
23	Burundi	253	155	98	63.2
24	Congo, Republic of	251	156	95	60.9
25	Botswana	246	234	12	5.1
26	Malawi	238	185	53	28.6
27	Namibia	173	137	36	26.3
28	Tunisia	171	151	20	13.2
29	Mozambique	169	135	34	25.2
30	Guinea	126	92	34	37.0
31	Cote d'Ivoire	118	87	31	35.6
32	Rwanda	106	48	58	120.8
33	Cameroon	104	67	37	55.2
34	Djibouti	93	79	14	17.7
35	Angola	89	100	-11	-11.0
36	Senegal	70	68	2	2.9
37	Madagascar	59	56	3	5.4
38	Togo	56	43	13	30.2

Rank 2016	Country of Birth	2016	2011	Change 2011-2016	
		Persons	Persons	Persons	% Change
39	Swaziland	53	68	-15	-22.1
40	Gambia	32	17	15	88.2
41	Benin	29	23	6	26.1
42	Lesotho	25	11	14	127.3
43	Reunion	23	20	3	15.0
44	Mali	20	21	-1	-4.8
45	Burkina Faso	17	12	5	41.7
46	Chad	16	17	-1	-5.9
47	Comoros	14	17	-3	-17.6
48	Gabon	7	3	4	133.3
49	Mauritania	6	4	2	50.0
50	Niger	4	10	-6	-60.0
51	Central African Republic	0	4	-4	-100.0
52	Equatorial Guinea	0	3	-3	-100.0
53	Guinea-Bissau	0	0	0	
54	Western Sahara	0	0	0	
	Total	93,851	80,897	12,754	

Source: Australian Bureau of Statistics

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This may also cause the ranking of countries at the bottom of the list to vary slightly between tables.

TABLE 2: VICTORIA: PERSONS BORN IN SELECTED AFRICAN COUNTRIES BY YEAR OF ARRIVAL, 2016 CENSUS

Rank 2016	Country of Birth	Prior to 1941	1941-1960	1961-1980	1981-2000	2001-2010	2011-2016	Not stated	Total
1	South Africa	19	243	3,344	9,442	9,396	4,261	481	27,188
2	Egypt	10	2,072	3,723	2,915	2,427	1,750	392	13,285
3	Mauritius	0	68	3,365	3,460	3,554	1,112	252	11,818
4	Ethiopia	0	18	115	1,758	2,546	1,672	240	6,368
5	Sudan	0	14	51	648	4,130	600	221	5,664
6	Zimbabwe	0	36	302	819	2,442	1,027	79	4,695
7	Somalia	0	0	3	1,818	1,139	748	192	3,903
8	Kenya	0	28	354	605	1,717	1,044	112	3,861
9	South Sudan	0	0	0	124	2,282	270	76	2,755
10	Eritrea	0	7	20	914	574	419	71	2,000
11	Nigeria	0	4	63	292	673	903	36	1,972
12	Libya	0	256	276	78	280	120	26	1,034
13	Seychelles	0	71	514	213	97	24	36	947
14	Ghana	0	9	47	260	308	294	25	943
15	Zambia	0	14	141	264	260	143	16	842
16	Congo, Democratic Rep	0	7	19	45	333	298	32	729
17	Liberia	0	0	6	20	525	109	34	690
18	Uganda	0	9	65	121	265	201	17	678
19	Tanzania	4	18	129	146	254	109	14	662
20	Morocco	0	19	121	165	141	114	23	584
21	Sierra Leone	0	0	10	24	256	78	13	377
22	Algeria	0	6	53	104	53	70	11	302
23	Congo, Republic of	0	0	3	14	118	86	22	250
24	Botswana	0	0	0	45	133	68	7	249
25	Burundi	0	0	0	6	178	59	3	248
26	Malawi	0	0	22	67	75	66	8	243
27	Namibia	0	0	11	38	74	50	3	175
28	Tunisia	0	37	41	27	30	27	3	171
29	Mozambique	0	0	26	65	31	37	3	167
30	Guinea	0	0	0	0	85	39	4	119
31	Cote d'Ivoire	0	0	0	11	81	25	7	118
32	Cameroon	0	0	0	7	52	37	3	100
33	Rwanda	0	0	0	5	56	43	0	100
34	Angola	0	0	19	47	22	7	4	94
35	Djibouti	0	0	0	44	23	17	3	87
36	Senegal	0	0	19	15	17	21	6	68
37	Togo	0	0	0	0	40	14	4	60
38	Madagascar	0	0	18	11	16	14	0	57
39	Swaziland	0	0	6	33	13	3	3	52
40	Gambia	0	0	5	4	4	17	0	29

Rank 2016	Country of Birth	Prior to 1941	1941-1960	1961-1980	1981-2000	2001-2010	2011-2016	Not stated	Total
41	Benin	0	0	0	0	25	0	0	24
42	Mali	0	0	4	4	8	3	0	24
43	Lesotho	0	0	0	9	9	5	0	23
44	Reunion	0	0	7	5	5	3	0	20
45	Comoros	0	0	0	7	5	4	0	18
46	Burkina Faso	0	0	4	5	8	0	5	13
47	Chad	0	0	0	5	3	7	0	13
48	Mauritania	0	0	0	5	0	0	0	8
49	Niger	0	0	0	4	0	0	0	4
50	Gabon	0	0	0	0	0	0	0	3
51	Central African Republic	0	0	0	0	0	0	0	0
52	Equatorial Guinea	0	0	0	0	0	0	0	0
53	Guinea-Bissau	0	0	0	0	0	0	0	0
54	Western Sahara	0	0	0	0	0	0	0	0
	Total	32	2,949	12,905	24,701	34,755	16,032	2,467	93,845

Source: Australian Bureau of Statistics

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TABLE 3: VICTORIA: TOP 20 AFRICAN COUNTRIES OF BIRTH BY MIGRATION STREAM ARRIVING BETWEEN 01/01/1997 – 01/01/2017

Country of Birth	Humanitarian Stream	Country of Birth	Family Stream	Country of Birth	Skilled Stream
Sudan	9,101	Ethiopia	3,194	South Africa	15,556
Ethiopia	2,621	South Africa	3,028	Mauritius	4,316
Somalia	1,866	Somalia	1,643	Zimbabwe	2,813
Egypt	1,332	Egypt	1,490	Egypt	2,564
Eritrea	1,029	Mauritius	1,227	Kenya	1,454
Kenya	1,003	Sudan	1,177	Nigeria	1,017
DRC	779	Kenya	727	Zambia	314
Liberia	736	Zimbabwe	622	Ethiopia	190
Zimbabwe	366	Eritrea	564	Ghana	180
Sierra Leone	331	Nigeria	470	Botswana	143
Burundi	234	Ghana	428	Uganda	136
Libya	229	Morocco	279	Namibia	116
Uganda	227	South Sudan	241	Tanzania	113
Tanzania	219	Uganda	155	Seychelles	89
Ivory Coast	157	Liberia	141	Libya	83
Congo, Republic of	144	Algeria	113	Sudan	72
South Sudan	138	Tanzania	111	Morocco	67
Guinea	136	Zambia	109	Malawi	65
Nigeria	85	DRC	88	Somalia	58
Ghana	74	Seychelles	71	Mozambique	38
Total	20,807	Total	15,878	Total	29,384

Source: Commonwealth Government, Department of Social Services

Note: Data in this table may differ from other sources due to different collection methods and purposes

TABLE 4: VICTORIA: TOTAL AFRICAN COUNTRIES OF BIRTH BY METROPOLITAN LOCAL GOVERNMENT AREAS, 2016 CENSUS

Rank 2016	Victoria: Metropolitan Local Government Areas	Residents by African Country of Birth
1	Casey (C)	9,693
2	Wyndham (C)	7,127
3	Brimbank (C)	5,410
4	Greater Dandenong (C)	4,398
5	Glen Eira (C)	4,299
6	Melton (C)	3,712
7	Whittlesea (C)	3,636
8	Monash (C)	3,137
9	Hume (C)	3,090
10	Kingston (C)	2,967
11	Melbourne (C)	2,694
12	Knox (C)	2,548
13	Moonee Valley (C)	2,531
14	Manningham (C)	2,363
15	Darebin (C)	2,110
16	Yarra (C)	2,018
17	Frankston (C)	1,976
18	Boroondara (C)	1,963
19	Whitehorse (C)	1,937
20	Moreland (C)	1,914
21	Maribyrnong (C)	1,903
22	Cardinia (S)	1,860
23	Bayside (C)	1,780
24	Banyule (C)	1,753
25	Stonnington (C)	1,600
26	Port Phillip (C)	1,516
27	Maroondah (C)	1,392
28	Hobsons Bay (C)	1,287
29	Mornington Peninsula (S)	1,252
30	Yarra Ranges (S)	1,240
31	Nillumbik (S)	592
	Total	85,698

Source: Australian Bureau of Statistics

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TABLE 5: VICTORIA: TOTAL AFRICAN COUNTRIES OF BIRTH BY REGIONAL LOCAL GOVERNMENT AREAS, 2016 CENSUS

Rank 2016	Regional Local Government Areas	Residents by African Country of Birth
1	Greater Geelong (C)	1,627
2	Ballarat (C)	611
3	Greater Shepparton (C)	607
4	Latrobe (C)	562
5	Greater Bendigo (C)	490
6	Wodonga (C)	292
7	Baw Baw (S)	276
8	Mildura (RC)	270
9	Macedon Ranges (S)	245
10	Mitchell (S)	221
11	Wellington (S)	213
12	East Gippsland (S)	193
13	Surf Coast (S)	185
14	Moorabool (S)	182
15	Bass Coast (S)	169
16	Warrnambool (C)	166
17	Swan Hill (RC)	126
18	Colac-Otway (S)	122
19	South Gippsland (S)	113
20	Wangaratta (RC)	100
21	Mount Alexander (S)	87
22	Campaspe (S)	85
23	Glenelg (S)	83
24	Hepburn (S)	81
25	Southern Grampians (S)	76
26	Horsham (RC)	73
27	Moira (S)	65
28	Murrindindi (S)	65
29	Golden Plains (S)	63
30	Moyne (S)	53
31	Northern Grampians (S)	43
32	Indigo (S)	41
33	Ararat (RC)	39
34	Gannawarra (S)	36
35	Benalla (RC)	32
36	Mansfield (S)	32
37	Hindmarsh (S)	29
38	Alpine (S)	27
39	Loddon (S)	26
40	Strathbogie (S)	26

Rank 2016	Regional Local Government Areas	Residents by African Country of Birth
41	Corangamite (S)	24
42	Yarriambiack (S)	22
43	Central Goldfields (S)	21
44	Pyrenees (S)	20
45	Towong (S)	17
46	Buloke (S)	13
47	Queenscliffe (B)	9
48	West Wimmera (S)	9
	Total	7,967

Source: Australian Bureau of Statistics

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TABLE 6: VICTORIA: PERSONS BORN IN SELECTED AFRICAN COUNTRIES BY AGE GROUPS, 2016 CENSUS

Rank 2016	Country of Birth	0-4	5-11	12-18	19-25	26-44	45-54	55-64	65-74	75+	Total
1	South Africa	175	922	1,701	2,446	9,264	5,341	3,569	2,438	1,326	27,188
2	Egypt	112	515	764	438	2,593	1,590	2,500	2,642	2,130	13,285
3	Mauritius	14	168	354	741	4,071	1,896	2,136	1,423	1,007	11,818
4	Ethiopia	74	232	533	723	2,859	1,390	384	112	62	6,368
5	Sudan	50	159	949	1,114	2,370	643	247	97	40	5,664
6	Zimbabwe	18	113	326	481	2,202	779	494	215	68	4,695
7	Somalia	13	70	199	524	1,966	675	288	123	40	3,903
8	Kenya	92	325	643	644	1,239	410	294	140	78	3,861
9	South Sudan	17	85	368	409	1,324	415	115	17	7	2,755
10	Eritrea	9	54	102	128	802	531	206	104	51	2,000
11	Nigeria	36	128	119	155	1,076	326	106	26	6	1,972
12	Libya	8	84	33	30	259	100	180	154	186	1,034
13	Seychelles	0	9	17	25	141	165	217	214	165	947
14	Ghana	9	45	77	97	408	176	94	25	0	943
15	Zambia	3	30	29	45	345	184	145	40	12	842
16	Congo, Democratic Republic	4	52	110	141	285	84	42	15	4	729
17	Liberia	0	21	83	84	388	69	30	12	0	690
18	Uganda	30	71	93	74	191	104	73	33	12	678
19	Tanzania	4	51	100	61	152	92	121	47	31	662
20	Morocco	0	4	9	24	220	112	120	55	41	584
21	Sierra Leone	0	19	34	68	172	57	25	4	0	377
22	Algeria	4	6	6	7	103	70	55	27	20	302
23	Congo, Republic of	5	15	50	47	95	19	13	5	4	250
24	Botswana	6	29	35	43	128	10	0	0	3	249
25	Burundi	0	10	15	48	115	29	22	3	0	248
26	Malawi	4	39	22	20	77	39	25	17	5	243
27	Namibia	5	5	13	15	80	34	23	4	0	175
28	Tunisia	4	0	3	3	39	21	30	30	30	171
29	Mozambique	4	13	3	5	50	32	38	14	13	167
30	Guinea	0	28	44	32	15	0	0	0	0	119
31	Cote d'Ivoire	0	4	51	35	24	5	0	0	0	118
32	Cameroon	0	0	8	11	66	11	0	0	0	100
33	Rwanda	4	8	5	12	60	8	6	0	0	100
34	Angola	0	0	5	0	29	32	21	0	0	94
35	Djibouti	0	4	4	14	47	13	4	4	0	87
36	Senegal	0	0	0	4	25	14	14	8	5	68
37	Togo	0	0	10	6	23	16	6	0	0	60
38	Madagascar	0	0	0	6	23	6	13	3	7	57
39	Swaziland	0	0	0	3	29	10	10	5	0	52

Rank 2016	Country of Birth	0-4	5-11	12-18	19-25	26-44	45-54	55-64	65-74	75+	Total
40	Gambia	0	6	3	0	16	0	4	4	0	29
41	Benin	0	3	11	5	4	0	0	0	0	24
42	Mali	0	0	0	0	10	5	3	6	0	24
43	Lesotho	0	0	3	3	11	3	0	0	0	23
44	Reunion	0	0	0	6	12	0	0	0	6	20
45	Comoros	0	0	0	0	9	3	0	0	0	18
46	Burkina Faso	0	0	0	3	4	4	8	0	0	13
47	Chad	0	0	4	0	4	0	0	0	0	13
48	Mauritania	0	0	0	0	5	0	0	0	0	8
49	Niger	0	0	0	0	7	0	0	0	0	4
50	Gabon	0	0	0	0	0	4	0	0	0	3
51	Central African Republic	0	0	0	0	0	0	0	0	0	0
52	Equatorial Guinea	0	0	0	0	0	0	4	0	0	0
53	Guinea-Bissau	0	0	0	0	0	0	0	0	0	0
54	Western Sahara	0	0	0	0	0	0	0	0	0	0
	Total	731	3,310	6,936	8,770	33,420	15,545	11,685	8,069	5,375	93,845

Source: Australian Bureau of Statistics

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TABLE 7: VICTORIA: PERSONS BORN IN SELECTED AFRICAN COUNTRIES BY GENDER, 2016 CENSUS

Rank 2016	Country of Birth	Males	Females	Total
1	South Africa	13,290	13,893	27,188
2	Egypt	6,680	6,607	13,285
3	Mauritius	5,777	6,036	11,818
4	Ethiopia	3,008	3,357	6,368
5	Sudan	2,719	2,946	5,664
6	Zimbabwe	2,260	2,439	4,695
7	Somalia	1,747	2,151	3,903
8	Kenya	1,835	2,028	3,861
9	South Sudan	1,409	1,340	2,755
10	Eritrea	937	1,063	2,000
11	Nigeria	1,145	827	1,972
12	Libya	530	506	1,034
13	Seychelles	423	522	947
14	Ghana	532	411	943
15	Zambia	408	433	842
16	Congo, Democratic Republic of	375	351	729
17	Liberia	316	376	690
18	Uganda	328	353	678
19	Tanzania	368	296	662
20	Morocco	305	281	584
21	Sierra Leone	208	169	377
22	Algeria	175	117	302
23	Congo, Republic of	122	131	250
24	Botswana	124	124	249
25	Burundi	116	135	248
26	Malawi	123	117	243
27	Namibia	79	92	175
28	Tunisia	87	83	171
29	Mozambique	76	88	167
30	Guinea	63	62	119
31	Cote d'Ivoire	53	68	118
32	Cameroon	63	38	100
33	Rwanda	55	51	100
34	Angola	60	28	94
35	Djibouti	49	41	87
36	Senegal	30	34	68
37	Togo	28	31	60
38	Madagascar	23	40	57
39	Swaziland	27	26	52
40	Gambia	24	7	29
41	Benin	20	7	24

Rank 2016	Country of Birth	Males	Females	Total
42	Mali	15	11	24
43	Lesotho	10	10	23
44	Reunion	9	17	20
45	Comoros	6	14	18
46	Burkina Faso	7	9	13
47	Chad	9	4	13
48	Mauritania	0	5	8
49	Niger	0	5	4
50	Gabon	0	0	3
51	Central African Republic	0	0	0
52	Equatorial Guinea	5	0	0
53	Guinea-Bissau	0	0	0
54	Western Sahara	0	0	0
	Total	46,047	47,796	93,845

Source: Australian Bureau of Statistics

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TABLE 8: VICTORIA: PERSONS BORN IN SELECTED AFRICAN COUNTRIES BY RELIGION, 2016 CENSUS

Rank 2016	Country of Birth	Buddhism	Christianity	Hinduism	Islam	Judaism	Other Religions	No Relig Affiliation	Inadeq described	Not stated	Total
1	South Africa	104	15,061	917	348	3,318	77	5,984	151	1,225	27,188
2	Egypt	11	10,447	6	1,776	131	13	501	17	384	13,285
3	Mauritius	43	8,984	1,259	211	0	20	864	45	392	11,818
4	Ethiopia	11	3,941	5	1,926	3	5	194	47	239	6,368
5	Sudan	0	3,829	3	1,334	0	3	188	18	287	5,664
6	Zimbabwe	15	3,509	65	30	93	12	716	52	195	4,695
7	Somalia	0	8	0	3,664	0	0	44	5	178	3,903
8	Kenya	14	2,263	300	620	13	93	380	25	153	3,861
9	South Sudan	3	2,570	0	22	3	3	59	3	86	2,755
10	Eritrea	0	778	0	1,132	0	0	23	6	60	2,000
11	Nigeria	5	1,642	17	102	0	3	95	9	86	1,972
12	Libya	4	599	9	353	4	7	46	0	17	1,034
13	Seychelles	8	853	0	3	0	5	44	0	26	947
14	Ghana	8	687	6	98	0	3	98	5	44	943
15	Zambia	17	534	44	19	7	3	178	0	29	842
16	Congo, Democratic Rep	0	653	0	14	0	0	32	9	20	729
17	Liberia	0	540	0	71	0	0	24	11	39	690
18	Uganda	3	487	51	44	0	0	63	4	25	678
19	Tanzania	3	401	66	67	4	14	89	4	28	662
20	Morocco	3	94	3	292	51	0	91	4	47	584
21	Sierra Leone	0	231	0	100	0	0	19	0	16	377
22	Algeria	0	75	0	136	3	8	55	4	19	302
23	Congo, Republic of	0	211	0	13	0	0	12	0	11	250
24	Botswana	12	143	16	0	9	4	50	4	11	249
25	Burundi	0	208	0	22	0	0	11	0	5	248
26	Malawi	8	179	3	6	0	0	27	0	11	243
27	Namibia	0	106	0	0	5	0	59	0	0	175
28	Tunisia	0	75	0	63	0	0	27	0	6	171
29	Mozambique	0	126	5	3	3	0	26	0	5	167
30	Guinea	0	79	0	36	0	0	8	0	4	119
31	Cote d'Ivoire	0	102	0	0	0	0	10	0	4	118
32	Cameroon	0	72	0	0	0	4	16	0	8	100

Rank 2016	Country of Birth	Buddhism	Christianity	Hinduism	Islam	Judaism	Other Religions	No Relig Affiliation	Inadeq described	Not stated	Total
33	Rwanda	0	85	0	7	0	0	7	0	7	100
34	Angola	0	78	0	0	0	0	15	0	0	94
35	Djibouti	0	9	0	68	0	0	8	0	0	87
36	Senegal	5	28	0	28	0	0	10	0	3	68
37	Togo	0	46	0	0	0	0	6	0	0	60
38	Madagascar	0	34	3	4	0	0	11	0	3	57
39	Swaziland	0	26	0	0	0	0	25	0	0	52
40	Gambia	0	10	0	11	0	0	3	0	5	29
41	Benin	0	19	0	0	0	0	4	0	4	24
42	Mali	0	6	0	10	0	0	3	0	6	24
43	Lesotho	0	20	0	0	0	0	8	0	3	23
44	Reunion	0	15	0	0	0	0	8	0	0	20
45	Comoros	0	5	0	19	0	0	0	0	0	18
46	Burkina Faso	0	12	0	0	0	0	0	0	0	13
47	Chad	0	0	0	6	0	0	0	0	4	13
48	Mauritania	0	8	0	0	0	0	0	0	0	8
49	Niger	0	4	0	0	0	0	0	0	0	4
50	Gabon	0	0	0	0	0	0	0	0	0	3
51	Central African Rep	0	0	0	0	0	0	0	0	0	0
52	Equatorial Guinea	0	0	0	0	0	0	0	0	0	0
53	Guinea-Bissau	0	0	0	0	0	0	0	0	0	0
54	Western Sahara	0	0	0	0	0	0	0	0	0	0
	Total	286	59,891	2,785	12,670	3,656	280	10,138	435	3,706	93,845

Source: Australian Bureau of Statistics

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TABLE 9: VICTORIA: AFRICAN ANCESTRIES, TOTAL RESPONSES, 2016 CENSUS

Rank 2016	African ancestries	Total Responses
1	South African	21,916
2	Mauritian	14,421
3	African, so described	9,936
4	Somali	8,415
5	Ethiopian	7,380
6	Sudanese	6,515
7	South Sudanese	4,318
8	Eritrean	3,529
9	Zimbabwean	2,805
10	Nigerian	1,753
11	Kenyan	1,589
12	Seychellois	1,367
13	Oromo	1,332
14	Congolese	1,162
15	Ghanaian	1,120
16	Peoples of the Sudan, nfd	796
17	Liberian	670
18	Dinka	611
19	Afrikaner	604
20	Central and West African, nec	547
21	Southern and East African, nec	465
22	Ugandan	440
23	Burundian	433
24	Zambian	310
25	Sierra Leonean	278
26	Nuer	250
27	Yoruba	242
28	Southern and East African, nfd	187
29	Tanzanian	187
30	Igbo	175
31	Amhara	172
32	Shona	167
33	Batswana	134
34	Tigrayan	130
35	Malawian	129
36	Rwandan	127
37	Cameroonian	120
38	Mozambican	92
39	Angolan	86
40	Central and West African, nfd	82

Rank 2016	African ancestries	Total Responses
41	Zulu	81
42	Togolese	80
43	North African, Middle Eastern, nfd	76
44	Swahili	68
45	Senegalese	59
46	Namibian	48
47	Akan	47
48	Swazilander	35
49	Madi	33
50	Peoples of the Sudan, nec	31
51	Sub-Saharan African, nfd	29
52	Tigre	28
53	Acholi	27
54	Mandinka	27
55	Ivorean	25
56	Bari	23
57	Fulani	22
58	Gio	21
59	Hutu	19
60	Ogaden	7
61	Masai	6
62	Darfur	5
63	Themne	3
64	Krahn	0
65	Kunama	0
	Total	95,792

Source: Australian Bureau of Statistics

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VICTORIA