



CMY

Centre for Multicultural Youth

2013–2017



**Strategic
Plan**

Who we are

We are a Victorian not-for-profit organisation supporting **young people** from **migrant** and **refugee** backgrounds to **build better lives** in Australia.

OUR PURPOSE

To ensure that young people from migrant and refugee backgrounds have every opportunity to succeed in Australia.

OUR VALUES

We believe **diversity** is a cornerstone of Australia's success.

We believe respect for everyone's **human rights** is essential for a fair and equal society.

We believe everyone should be able to feel like they belong and can **participate** fully.

WHO WE WORK WITH

The young people we work with tell us they prefer not to be defined by labels.

It is important however, to explain that most of our work focuses on young people from migrant and refugee backgrounds, 12-25 years old, with a particular priority on those who are newly-arrived to Australia.

In this plan the term 'young people' refers to those from migrant, second generation, refugee and refugee-like backgrounds.

WHAT WE DO

Through a combination of specialist support services, training and consultancy, knowledge sharing and advocacy, we are working to remove the barriers young people face as they make Australia their home.

Our activities include:

Providing direct one-to-one support for young people with family, housing, education and employment issues.

Delivering leadership programs that offer young people opportunities to contribute to Australian society.

Providing training, professional development and consultancy services for organisations to work more effectively with young people.

Building research evidence and sharing our knowledge.

Providing evidence-based policy advice and advocacy to decision makers at local, state and national levels.

WHY WE DO IT

CMY was the first organisation in Australia to work exclusively with migrant and refugee young people.

We've come a long way since 1988 but there are still significant challenges and much work to be done.

Young people can encounter significant barriers as they try to settle in Australia. Alongside the challenges of growing up, they are figuring out how things are done and adjusting to unfamiliar cultural, academic and social expectations.

Their sense of wellbeing and belonging can be considerably diminished by factors such as racism and discrimination.

These barriers are often compounded and magnified by services and systems that are ill-equipped to provide the specialist support needed.

Despite these complex issues we know that young people have the enterprise, resilience and optimism to contribute to the continued prosperity of Australia. By engaging them as experts in their own lives and focusing on their strengths, they can be empowered to adapt and thrive.

The Issue

Young people face significant barriers to adapting and thriving in Australia.

CMY's Response

Direct support for young people through one-to-one support and group programs.

Enabling other organisations to work more effectively with young people.

Advising and advocating for change at local, state and national levels.

The Impact

Young people build better lives and contribute to Australia's prosperity.



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Strategic Vision

Young people from migrant and refugee backgrounds are **connected, empowered** and **influential** Australians.

FOCUS AREAS

For this strategic plan, we conducted in-depth consultations with young people, service providers, academics, politicians and bureaucrats to determine the most important issues young people are going to face over the next five years.

Each of the objectives is supported by a series of action strategies that are measurable and time-bound; we will report on intended outcomes annually.





Young people are **connected**,
belong and **contribute** to their
families and communities.

Our intended outcomes for young people include a sense of wellbeing which is enhanced by strong connections with family, cultural groups, peers and other Australians.

They can also feel safe in public spaces which are free from racism and discrimination.

Those who are disadvantaged have every opportunity to contribute to their communities.

In the next five years we will work to:

Increase the connectedness of young people to their communities.

Increase the capacity of communities and families to deal with intergenerational conflict.

Improve practice and support for disengaged and disadvantaged young people.

Increase community awareness of young people's public safety issues.

Engage young people in community action to tackle racism.

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My Journey

Young people are **empowered** to **access opportunities** and actively shape their own futures.

Our intended outcomes for young people include being appropriately supported to successfully undertake the journey to independence and adulthood.

They are able to navigate education and employment pathways and negotiate family and community expectations with confidence.

Their strengths and capabilities are recognised and they can access broad and supportive social networks. The services they use are responsive to their needs.

In the next five years we will work to:

Improve education outcomes for young people.

Improve employment outcomes for young people.

Increase young people's access to useful connections and diverse social networks.

Increase the capability of mainstream agencies and settlement services to respond to the needs of young people.



My Voice

Young people are **understood**,
accurately represented and
influential in Australian society.

Our intended outcomes for young people include having access to a range of opportunities to tell their stories and promote their own views and ideas on issues they care about.

They can access channels of influence that enable them to occupy leadership positions and promote understanding.

Their contribution to Australian society is valued and celebrated.

In the next five years we will work to:

Increase the opportunities for young people to develop leadership skills and contribute to civic activities.

Increase positive media representation of young people and coverage of their issues.

Increase the safe engagement and contribution of young people in digital communities.

Increase the prominence and awareness of the social and economic issues facing young people.



Organisational Capability



CMY is the **recognised leader** and **preferred partner** in working with young people and **shares its knowledge** for the benefit of all Australians.

Our intended outcomes for CMY include ensuring financial sustainability and strong asset management.

Our people, infrastructure and systems can ensure effective communication and knowledge management and are able to deliver the highest quality services across multiple locations.

In the next five years we will work to:

Enhance our governance, management and workforce capacity and improve our business services.

Strengthen CMY's brand.

Strengthen CMY's role as knowledge leader and expert in working with young people.

Strengthen CMY's financial position to ensure the best outcomes for young people.



Centre for Multicultural Youth

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