ANNUAL REPORT
2023-24

NEDA

National Ethnic Disability Alliance

As a Disabled People's Organisation (DPO), the National Ethnic Disability Alliance (NEDA) is an organisation run by and for culturally and linguistically diverse (CaLD) people with disability.

Our constitution states that our board is to be comprised of a majority of CaLD people with disability.

In addition to general community membership, NEDA also has state and territory members.

NEDA acknowledges the traditional country throughout Australia on which we gather, live, work and stand. We acknowledge all traditional custodians, their Elders past and present, and we pay our respects to their continuing connection to their culture, community, land, sea, and rivers.

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About Us

National Ethnic Disability Alliance (NEDA) is a national Disabled People's Organisation (DPO) that advocates for the human rights of people with disability, and their families, from culturally and linguistically diverse (CaLD) and non-English speaking backgrounds (NESB). NEDA has strong and trusted relationships with people with disability and CaLD communities, built over years and through collaborations with its member organisations. NEDA is a community-based, non-government organisation funded by the Department of Social Services (DSS). We have a small secretariat and are governed by a Council of state/territory and community representatives. The NEDA Council is made up of a majority of CaLD people with a disability, which ensures that their perspectives and experiences are central to the strategic direction of NEDA.

Our Vision

Disability rights and cultural diversity are valued as essential to an equitable society.

Our Mission

We advocate for our rights as people with disability from CaLD backgrounds through providing our voice and participation to represent our experiences and determine policy in, and practice in, all matters that affect us.

Our Members

Disability Rights Advocacy Service

Canberra Multicultural Community Forum Inc.

MDAA

Kin | Disability Advocacy for Diverse Communities

tasc Legal and Social Justice Services

MRC

MULTICULTURAL COUNCIL of TASMANIA

MCNT Multicultural Council OF THE NORTHERN TERRITORY

Abbreviations & Definitions

This section provides explanations for acronyms used in this report that the reader may not be familiar with.

CaLD	Culturally and Linguistically Diverse
CYDA	Children and Young People with Disability Australia
DPO	Disabled People's Organisation
DRC	Disability Royal Commission
DSS	Department of Social Services
ILC	Information Linkages and Capacity Building Programs
LGBTIQA+	Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, Asexual, and others
NDIS	National Disability Insurance Agency
NDIA	National Disability Insurance Scheme
NEDA	National Ethnic Disability Alliance
NDRP	National Disability Research Partnership
NESB	Non-English Speaking Background
OVOLOW	Our Voices Our Lives Our Way Project
PIAC	Public Interest Advocacy Centre
WWDA	Women with Disabilities Australia

President's Report

It has been a privilege and a joy to lead NEDA through a year of transformation. As I reflect, I am touched by how much we've grown, how far we've come, and how ready we are for the next chapter.

This year, we undertook significant organisational changes, including a major staff restructuring. While change is challenging, it has been a necessary step for NEDA to ensure our resilience and sustainability. Establishing this updated structure is something I feel deeply proud of – it has laid the foundation for NEDA's growth as the national peak advocating for people with disability from CaLD backgrounds.

We've been fortunate to secure several key projects and grants that will expand our project work and advocacy. One of my proudest achievements has been the launch of the CaLD Strategy, which I've had the honour of leading from 2022 through to 2026. This strategy is a commitment to amplify the voices of people too often left unheard. In this work, I have seen the power of working together and I believe deeply in the progress NEDA are making.

Still, I would be remiss not to acknowledge the challenges we've faced – not only within NEDA, but across the entire disability community. We have heard

that many are hurting, while fighting for healing. We know that people with disability are navigating great uncertainty, and the work of advocacy is lengthy and often uphill. Through this period of change, NEDA's commitment remains unwavering. We are here every step of the way, advocating for the rights and dignity of all people with disability from CaLD backgrounds – those who deserve nothing less than full and equal participation in society. We are beside you in the belief that you deserve not only dignity but joy, peace, and fulfillment.

I am deeply grateful for the people who have made my experience as President so rewarding. Neha Prakash has shown remarkable leadership as Acting CEO, guiding NEDA through a time of transition with patience and vision. Lara Kissin's governance support has been tireless and indispensable. To the entire team – your contribution to this process of change has made us stronger. Your insight as staff has solidified a sustainable future for the organisation.

To our new staff, welcome! You have joined at an exciting time and I'm keen to see the impact you will make. At NEDA, we are committed to creating a space where every voice is heard. We are building a culture of transparency, openness, and genuine care for one another. This is a commitment we have made together, and it will grow with us as we continue to learn.

I want to express my deep appreciation for the Executive team and the Council. As a person with a disability from a CaLD background, I have always felt valued and respected in this role. That has been a source of strength for me personally and professionally. I've never felt alone in this and can see what is possible when people with disability are empowered and supported.

Looking to 2024/25, I am overflowing with excitement and creativity. I have big plans and cannot wait to see them come to life. NEDA will continue to grow as the peak advocate for people with disability from CaLD, migrant and refugee backgrounds. We are committed to engaging more closely with our member organisations to amplify community voices in our advocacy. So, I encourage you to watch this space – there is much more to come!

Thank you, from the bottom of my heart, for your support, dedication, and belief in what we are building and re-building. To the many communities brought together by a shared mission, I am honoured to be a part of what's to come.

Sincerely,

Mary-Anne Cosic
President

Secretary's Message

I am pleased to present the NEDA Secretary's Report to cover the period first of July 2023 to 30th of June 2024, my first full year with NEDA in the capacity of Secretary of the Council. It has been a momentous year involving significant organisational change and a singular focus on improving the governance and financial management of the organisation. The period has seen a high level of staff turnover as well as periods of extended leave by the previous CEO.

The net result of these occurrences has been to place significant and ongoing pressure on the Council and its Executive to fill the gaps and to provide high level support to the acting CEO during the last six months of the financial year.
Across this period, we have achieved significant improvements in both governance and management of the organisation and I have been proud of the work that I was able to contribute to and facilitate throughout the year.

The highlights of the year in my eyes are:

- A reinvigorated Council Executive under the leadership of Mary-Anne Cosic as our energetic Chair and Rohit Hirani as our amazing Treasurer;

- A Council that has been engaged and that has made significant contribution to both the deficits in the organisation as well as the nature of remedies developed to address these;

- Undertaking an organisational review leading to a renewed organisational structure that will set NEDA up to take its place as a leading multicultural advocacy and disability focused organisation;

- Ensuring that our organisational processes and approaches live up to the behaviour required of a peak disability organisation across both staffing and Council support, embedding the importance of amplifying the voices and lived experiences of people with disability from CaLD backgrounds;

- Taking a leading role in the recruitment processes to both fill organisational gaps and to ensure that NEDA has the requisite skills to both deliver its core responsibilities as a DPO as well as further its unique role as an expert provider and consultant in all matters dealing with people with disability from CaLD backgrounds;

- Ensuring that NEDA is fully compliant with its legal and financial responsibilities reflecting its status as a community organisation and a member of the ACNC.

I would like to particularly thank Neha Prakash (Acting CEO) and Lara Kissin (Governance and Executive Officer) for their support and commitment during this period of change, reconstitution, and renewed focus. They kept the place going and doors open, and I cannot thank them enough.

My final thanks are to the NEDA Council Members who have shown strong support for my role as Secretary and who have had the confidence in me to represent the organisation in key administrative and legal matters.

I am very much looking forward to my second year in the role, a year that will deliver on the promise that NEDA is the rightful voice of people with disability from CaLD backgrounds.

Pino Migliorino AM

Secretary

Acting CEO's Message

I am pleased to share our FY 2023-24 report, highlighting a significant year for NEDA. This year, we strengthened our team, improved our internal systems, and engaged in various cross-sectoral initiatives that impacted the rights of people with disability from CaLD backgrounds.

Despite a challenging start due to staffing shortages, we achieved significant progress in systemic advocacy during a pivotal time for the disability sector. The conclusion of the Disability Royal Commission, the NDIS review, and new legislative reforms set the stage for important changes this year. Our small team collaborated closely with people with disability from CaLD backgrounds, as well as government and sector representatives, to ensure that these developments promote equity, inclusion and choice in the design and implementation of new legislations, policies and services.

This year also saw the establishment of a new office space and an organisational restructure, allowing us to focus on specific areas such as individual and collective capacity building, stakeholder engagement, systemic advocacy, and research. This new structure will allow us to respond more effectively to the needs of the sector and our community. Additionally, we successfully concluded two impactful

projects – 'Our voices, Our lives, Our way', which supported LGBTIQ+ people with disability in self-advocacy, and 'Let's simplify', which provided resources and training to interpreters to improve their language support for people with disability.

I extend my gratitude to the Council for facilitating the necessary changes within our organisation. Your support has been instrumental in leveraging our strengths and addressing limitations as they arose. I also want to express my appreciation for the Executive Council and Mary-Anne Cosic, our President; without their efforts, we could not have come this far. A special thanks to all staff, both past and present, for their dedication and commitment during this transformative period. It's been a challenging year, and your support made a significant difference to me and the organisation.

I want to acknowledge Dwayne Cranfield, our outgoing CEO, for over a decade of dedicated service and the impact it had on the lives of people with disability, their families and carers across Australia.

I am grateful to our funders, including DSS and the NDIA, for their continued support and collaboration in addressing systemic barriers affecting people with disability from CaLD backgrounds. Their willingness to engage in open dialogue has been invaluable. Additionally, we appreciate the NDIA Strategy team for their partnership in co-designing the NDIS CaLD Strategy.

Looking ahead, we are excited about the implementation of the NDIS CaLD Strategy and Action Plan, which is expected to improve outcomes for CaLD participants and their families. We remain committed to advocating for our community and collaborating on important changes in the disability sector, particularly Foundational Supports. Additionally, we will launch a new Strategic Plan that will guide us in increasing our community engagement and ensuring that the voices of people with disability from CaLD backgrounds remain central to our work.

Thank you for being part of this journey. I am excited about what lies ahead!

Sincerely,

Neha Prakash

Acting CEO

Highlights of the Year

This year has been a particularly challenging year for people with disability, their families and the organisations that represent them. Many people were deeply disappointed by the Government's response to the Disability Royal Commission and concerned about the direction of the NDIS reforms. After having spent the last several years sharing their personal stories, experiences of violence and abuse, and ideas for reform, the disability community has felt frustrated and disappointed by the lack of action. During these challenging times, NEDA has stood alongside people with disability and the other disability representative organisations, continuing to fight for a more inclusive Australia.

Strengthening our Organisation

We reviewed our organisational structure and made several changes to strengthen our governance and operations, including updating internal policies and procedures and recruiting for key roles in the organisation. These changes support NEDA to be an effective advocacy organisation and make the best use of the funding we receive.

Strategic Influence

We played a critical role in the redesign of the NDIS CaLD Strategy and Action Plan, setting the foundation for the National Disability Insurance Agency (NDIA) to better support CaLD people with a disability over the next four years. We are hopeful that this plan will lead to a more accessible and culturally responsive NDIS.

Empowering through Information

In collaboration with LGTIQPlus Health Australia, we launched the LGBTIQA+ Disability Resource Hub providing vital resources, workshops, and support to over 7,600 people with disabilities.

Involving Communities

We facilitated the involvement of CaLD people with disability and families in consultations, focus groups and roundtables with government on key policy issues including the NDIS Review, Autism Strategy and the National Carers Strategy.

The Australian delegation at the 17th Session of the Conference of States Parties (COSP17) to the Convention on the Rights of Persons with Disabilities (CRPD) was held at the United Nations Headquarters, New York, from 11th to 13th June 2024. NEDA was represented by Lingyun Wu.

Leadership in Advocacy

We ensured that the experiences of people with disabilities from CaLD backgrounds were central to policy considerations and reforms across critical areas such as the NDIS, the National Autism Strategy, employment, transport, research, the National Disability Strategy, and the Disability Royal Commission. We participated in consultations, inquiries and submissions to a range of government inquiries.

Driving Change

We worked in partnership with Down Syndrome Australia, and the Australian Lawyers for Human Rights on the Welcoming Disability Campaign to advocate for reform of Australia's discriminatory migration health laws. This advocacy led to a recommendation in the Disability Royal Commission which calls for the Government to review the Disability Discrimination Act in order to eliminate or minimise discrimination against people with disabilities seeking to enter Australia.

Collaborative Impact

In partnership with other advocacy organisations, we worked to influence government policies and provide a unified voice on key issues. This included 12 joint submissions with other DPOs and a range of other collaborative work through the National Coordination Function.

Advocating for Change

Key Advocacy Areas

Disability Royal Commission

National Disability Strategy

Foundational Supports

NDIS

Employment

Migration

Over the past year, NEDA has delivered high quality, evidenced-based advocacy that has shaped national policy and reforms. We have worked to ensure that the lived experiences of people with disabilities from CaLD backgrounds are central to government policy changes and reforms.

Our trusted relationships with key politicians and senior bureaucrats has enabled NEDA to provide both formal and informal advice on a range of critical government reforms, including the NDIS Review, the Disability Royal Commission, the National Carers Strategy, the National Autism Strategy and reforms to the disability employment system.

A major highlight this year was our role in the development of the NDIS CaLD Strategy and Action Plan. This strategy will guide the NDIA over the next four years in ensuring a more inclusive NDIS that works better for people from CaLD backgrounds. The development of this strategy involved more than 800 people from CaLD backgrounds, including NDIS participants, supporters, and sector representatives. NEDA has also supported the NDIA on advice on their development of their translation policy and guidelines.

The Australian delegation at the Welcome Reception of the 17th Session of the Conference of States Parties (COSP17) to the Convention on the Rights of Persons with Disabilities (CRPD) was held at the United Nations Headquarters, New York, from 11th to 13th June 2024. NEDA was represented by Lingyun Wu.

NEDA also played an active role in the NDIS Review and the NDIS reforms. This included facilitating focus groups and roundtables to gather input from CaLD communities and participating in key advisory and co-design groups such as the NDIS Review Co-Group, NDIS Co-design Advisory Group, the NDIS Legislation Working Group, and the NDIS Commission Complaints Advisory Committee.

NEDA was also active in providing feedback on the Disability Services and Inclusion (DSI) Legislation as well as the NDIS Legislation. We also made a significant contribution to the National Carers Strategy, working with Disability Advocacy Network of Australia to deliver focus groups, a roundtable and a survey to ensure that the perspective of CaLD family members and carers were included in the update to the National Carers Strategy.

The Disability Royal Commission remained a key focus for NEDA with the release of the final report in September 2023 and the Government's subsequent response in August 2024. Although NEDA was pleased to see some action on recommendations regarding migration and health requirements, we joined the disability community in being disappointed about the lack of a clear response on a range of key issues including segregation. NEDA will continue to fight to ensure that people with disability from CaLD backgrounds have their rights respected and have access to the supports and information they need.

In partnership with the Australian Human Rights Commission, we have provided input on a range of human rights issues ranging from racism, the UNCRPD, Covid-19 pandemic, and employment. NEDA has also continued our partnership

with Down Syndrome Australia and the Australian Lawyers for Human Rights on the Welcoming Disability Campaign. This campaign is calling for reform of Australia's migration health laws to end discrimination against people with disabilities and health conditions.

This advocacy led to a recommendation in the Disability Royal Commission which calls for the Government to review the Disability Discrimination Act in order to eliminate or minimise discrimination against people with disabilities seeking to enter Australia.

NEDA also recognises the importance of data and research in informing advocacy and policy solutions. We have provided feedback to the National Disability Data Asset to ensure appropriate data collection and have contributed to several research projects including:

- Growing up well in Australia project – Flinders University
- Accessing Formal Supports in Australia: The Experiences of CaLD Women with Disabilities – WWDA, Harmony Alliance and NEDA
- Nested Study: CaLD People – the Australian National University
- Foundations for Belonging – Institute for Culture and Society and Settlement Services International
- Advanced Care Planning Research – UNSW

NEDA continues to be a leader in advocating for the rights of people with disability and their families from CaLD backgrounds. Our advocacy spans a broad range of areas, and we are the trusted source of information and advice on the needs and experiences of our community. Looking ahead, we remain committed to driving positive change, ensuring inclusion, the protection of rights, and full participation for CaLD people with disabilities.

David Pocock, Erin Turner Manners (Justice and Equity Centre), Neha Prakash, Joanne Yates (PWDA), Sheetal Balakrishnan (Justice and Equity Centre) and others.

Submissions

NEDA has developed a range of submissions on key advocacy issues including:

Voting Rights

Response to NSW Electoral Commission with proposals to increase voter engagement, participation and confidence of CaLD people with disability

Human Rights

Australian Human Rights Commission: Current and emerging threats to trans and gender diverse human rights

Housing

Response to the Department of Social Services' "Developing the National Housing and Homelessness Plan Issues" Paper

Multicultural

Response to the Multicultural Framework Review

COVID-19

The Future of the NDIS in Post COVID-19 Australia

NEDA has worked closely with other peak organisations in the disability sector on key advocacy issues and has been involved in a range of joint submissions including:

Migration Policy

Welcoming Disability: Review of Australia's visa Significant cost Threshold.

CaLD Women with Disabilities

Accessing Formal Supports in Australia: The experiences of CaLD Women with Disabilities.

Disability Employment

Disability Employment Centre of Excellence Options Paper Joint submission.

Budget

Joint Sector Pre-Budget Submission for the Multicultural Framework Review – Jan 2024.

Disability Services

Disability Services Act – DRO joint submission.

Disability Royal Commission

Disability Royal Commission Response Consultation: Joint submission from DROs.

Cost of Living

Joint Submission with FECCA on Cost of Living.

NDIS

NDIS change must be led by people with disability – Joint statement.

Provider Registration

NDIS Provider and Worker Registration Taskforce (joint submission).

NDIS Legislation

NDIS Joint Submission to Community Affairs Committee on NDIS legislation.

ALRC Inquiry

ALRC Inquiry into Justice Responses to Sexual Violence.

NDIS Legislation

Joint Statement: Amendments Vital to Make NDIS Bill Fair.

Andrea Garcia, Minister Rishworth, Neha Prakash

Advisory Groups

NEDA's advocacy team have participated in a range of advisory groups and committees to provide expert advice on issues relating to CaLD people with disability and their families including:

- **NDIA LGBTIQA+ Summit Advisory Group to inform CaLD inclusion in revised NDIA LGBTIQA+ Strategy**
- **Disability Transport Standards Point-to-Point Transport Working Group**
- **NDIA Co-design Advisory Group**
- **NDIS Reforms Working Group**
- **NDIS Legislation Working Group**
- **NDIS Commission Complaints Advisory Committee**
- **National Anti-Racism Framework Multicultural Advisory Group**
- **NDIS Systemic Advocacy Working Group with PIAC and other DPOs**
- **Opening the Door Project Reference Group – Rights and Inclusion Australia**
- **Child Safe Organisations Project Advisory Group – Children and Young People Disability Australia (CYDA)**
- **Regular meetings with DSS, and other funded Disability Representative Organisations**
- **Autism Roadmap Working Group**

Roundtables & Consultations

NEDA's advocacy team have participated in a range of consultations to ensure that the voice of CaLD people with disability is included in government policies. These have included:

- Royal Australian College of Physician Ethics Committee Consultation – Disability Perspectives on Moral Injury, and Telehealth
- Carers Payment Consultations
- Australian Human Rights Commission COVID-19 Inquiry roundtable
- Telecommunications Ombudsman CaLD Stakeholder Consultations
- Australian Human Rights Commission Anti-Racism Campaign
- Australian Institute of Family Studies – General and Foundational Supports consultations
- Standing Committee on Community Affairs: Disability Services and Inclusion Bill 2023
- NDIS Review Consultations
- Human rights impacts of Australia's response to the COVID-19 pandemic
- IncludeAbility, Equality at Work Project – Consultation
- National Autism Strategy Consultations
- National Carers Strategy Consultations
- DRC Final Report Day Sector Work
- Disability and Health Sector Consultation Meetings
- Providing evidence to the Senate Committee on the Disability Services and Inclusion Legislation
- Roundtables with Disability Discrimination Commissioner on CRPD Monitoring

Co-designed by and for LGBTIQ+ people with disability, the 'Our Voices, Our Lives, Our Way' (OVOLOW) project is a digital advocacy resource created to support LGBTIQ+ people with disability and their communities.

Our Voices Our Lives Our Way Project

The Our Voices Our Lives Our Way (OVOLOW) project was a partnership between LGBTIQ+ Health Australia (LHA) and NEDA, designed to empower LGBTIQA+ people with disabilities by helping them gain knowledge, skills, and confidence. The project provided online mentoring, peer support, training in digital storytelling, and resources for advocating for their rights and getting involved in their communities.

The project took an intersectional lens and considered the additional challenges facing LGBTIQ+ people with disability from a CaLD background.

NEDA and LHA launched the OVOLOW website, which shares information about rights, advocacy, community, and personal stories. During the project, the website reached over 5,000 people with disabilities. The OVOLOW Resource Hub, a collection of resources, stories, art, toolkits, and research, serves as a one-stop shop for resources related to LGBTIQA+ disability advocacy and research, and was accessed by more than 1,000 users.

Throughout the project, 99 people with disabilities were directly supported through various activities, including a

co-design group, an advisory committee, a community of practice, and workshops on creating vodcasts and resources. Participants felt a strong sense of community and support, which boosted their confidence and empowerment to take action.

This was made possible through opportunities to share knowledge and experiences together in groups and through online communities on social media. The project also helped participants improve their storytelling skills, allowing them to advocate for themselves and others.

By focusing on the real-life experiences of LGBTIQ+ people with disabilities, the project created resources and activities that were relevant to their lives. Participants learned about their own advocacy styles and how to share their stories effectively. Additionally, the project's community of practice strengthened connections among LGBTIQ+ people with disabilities, organisations, and initiatives, and supported new collaborations.

5,000

number of people with disability reached via website

99

people with disability supported through activities

1,000

OVOLOW resources accessed by users

Let's Simplify Project

The Let's Simplify Project, which was funded between 2020-2024, addressed the lack of resources to support effective interpreting and translation in relation to the NDIS. Previous research has found that there is a need for specialised support. NEDA consulted with translators, CaLD individuals with disabilities, their families, and NDIS service providers to identify the essential skills needed by interpreters and knowledge gaps in relation to disability and the NDIS. In collaboration with the National Accreditation Authority for Translators and Interpreters (NAATI) and RMIT, NEDA developed a specialised training program on Interpreting in NDIS Settings. The training includes six modules and two webinars including:

- NDIS and interpreters
- NDIS interpreting scenarios
- Working as a team
- Terminology challenges
- Preparing for an NDIS interpreting assignment
- Ethical challenges

NEDA staff Andrea Garcia and Lara Kissin at Mental Health Australia's Grace Groom Oration on 28th November 2023.

17
professional development sessions

622
engaging participants

6
National Seminars

1,525
interpreters & translator

This program is now available on NAATI's e-Learn platform. The project delivered 17 professional development sessions, primarily face-to-face, across Western Australia, South Australia, Queensland, and the Northern Territory, engaging 622 participants. Additionally, six national seminars reached 1,525 interpreters and translators. Key partnerships with NEDA member organisations in WA, SA, and Queensland, NAATI, RMIT, the Australian Institute of Interpreters and Translators (AUSIT), and local NDIA branches supported the successful delivery of the program.

Our Council

As a DPO, NEDA is an organisation run by and for CaLD people with disability. Our constitution states that our board is to be comprised of a majority of CaLD people with disability. In addition to general community membership, NEDA also has state and territory members.

Executive Board Members

Mary-Anne Cosic (President)

Mary-Anne, born with cerebral palsy, has navigated numerous barriers throughout her life, overcoming them with determination, self-belief, and strong family support. As a committee member with DnD (Disability and Diversity) in the North West region of Victoria, she is focused on establishing a self-advocacy group for individuals with disabilities from ethnic backgrounds in Geelong. Additionally, she is engaged in efforts to promote wheelchair accessibility in her community, drawing from her own experiences.

Rohit Hirani (Treasurer)

Rohit has extensive experience in the Not-for-Profit space, having worked corporate and finance roles in various sectors including education, early childhood, advocacy, disability and aged care. Currently CFO and Company Secretary for TASC National Ltd, Rohit oversees financial, human resources and ICT functions with a strong focus on risk and corporate governance. In addition to his professional experience and qualifications, Rohit has worked in voluntary roles with organisations which have an interest in education, youth and leadership.

Pino Migliorino AM (Secretary)

Pino is the founder and Managing Director of the Cultural Perspectives Group and CIRCA Research, leaders in consulting and research for CaLD and Aboriginal communities in Australia. He is known for his pioneering work in multicultural policy and multilingual communications. A passionate advocate for people with disabilities, Pino facilitates cultural and institutional change within the disability sector. He possesses strong governance skills to support the NEDA Board in achieving its strategic objectives. Pino is a Fellow of the Public Relations Institute of Australia, a Qualified Practicing Market Researcher, and a Graduate of the Australian Institute of Company Directors. Pino was made a Member of the Order of Australia (AM) in 2017 and made a Commendatore (Knight Commander) all'Ordine della Stella della Solidarieta Italiana in 2009.

Non-Executive Board Members

Edwin Joseph

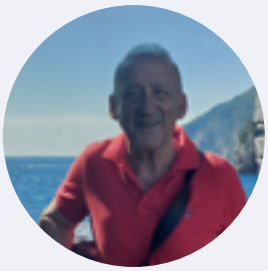
Dr. Edwin Joseph is dedicated to serving the community and advocating for disadvantaged groups. With extensive experience in both the private and public sectors, he has worked in education, HR, project management, community engagement, research, and policy. As a migrant, Edwin understands the challenges faced by CaLD individuals in Australia and strives for genuine inclusiveness. He has held leadership positions in various community groups and not-for-profit organisations. Currently, he serves as the President of the Multicultural Council of the NT, Secretary of FECCA, and holds multiple board and committee roles, including with NEDA and the Australia Day Council NT.

Mary Kumar

Mary is a passionate advocate with a strong commitment to supporting the community and has been a Board Member of NEDA since 2021. She has a range of academic qualifications including in mental health, disability, business management, and education. Mary actively contributes to the community as the current Chairperson of the Multicultural Disability Advocacy Association (MDAA) in NSW, having served as a board member since 2013.

George Poniatowski

George, born in Poland, is a man with a physical disability who immigrated to Australia with his family in 1965. He has worked in various roles, including chemical manufacturing and as a Metallurgist/ Chemical Engineer. Currently, he serves as the Chairperson of the Disability Rights Advocacy Service in Adelaide, South Australia, and represents the state on the board of the National Ethnic Disability Alliance. Additionally, he is a member of the Julia Far Purple Orange Trust Fund Committee and serves as Treasurer for his local Anglican church. Residing in Adelaide's suburbs, he actively engages in exercise to maintain and improve his mobility.



Angelo Cianciosi

Angelo, who has a physical disability called dystonia, has 35 years of experience in the disability field, contributing both as a paid employee and a volunteer. He currently works as a community support worker for YouMeWe Plus in Perth. Throughout his career, Angelo has actively participated on various boards of organisations at both the state and federal levels.

Jade Qi Li

Dr. Jade Qi Li has been active in the Tasmanian multicultural community since 2019. Trained as a geographer and a journalist, Jade is passionate about social inclusion and multicultural community development. She started her community work in Hobart from teaching English to migrant Chinese seniors, to tackling key challenges in the general multicultural community, such as discrimination, and limited opportunities of professional employment. Jade is the Vice Chair of the Multicultural Council of Tasmania. Her work in employment support has connected her with many front-line workers in the disability-support sector. Jade continuously advocates for bridging the cross-cultural barriers for this cohort.

Stephen Lin

Stephen Lin has extensive experience in disability advocacy and support across Queensland and the ACT. In 2020, he served as a locum Embrace officer and Community Connector Project officer for NEDA. Prior to relocating to the ACT in 2018, he worked in the community legal services sector in Queensland since 2001, holding roles as a solicitor, migration agent, disability advocate, and multicultural project manager. His focus areas include family law, refugee law, discrimination law, mental health, and compliance management of publicly funded projects. Stephen remains engaged with social changes and law reforms in the disability sector and actively participates in broader multicultural discussions, including producing and presenting Mandarin radio programs.

Treasurer's Report

I am pleased to present National Ethnic Disability Alliance's (NEDA) audited financial statements for the year ended 30th June 2024. NEDA completed the 2023-2024 financial year with a deficit of ($231K) on an annual turnover of $1.20M. Revenue for the year decreased by $720K, which is around 21%. Reduction in revenue has been driven by cessation of fixed term contracts. From an expense point of view, employee costs increased by 17.5% which is due to an increase in award wages and also due to finalising payments for outgoing employees working on fixed term contracts.

Non-employee costs have increased by 6%, reflecting general increase in cost of services and business operations. NEDA receives core funding through grant income administered by Federal government departments. NEDA continues to operate efficiently with adequate resources to meet ongoing commitments and is well placed to take up new opportunities and meet future challenges.

This year, we have seen improvement in our finance processes and the introduction of new systems to improve the financial reporting to the Council and our internal controls.

While the financial result for the year was comfortable, the Council is continually working hard with the Management Team to ensure we can deliver on the Strategic Plan and the expectations of our funding agencies, while improving efficiency and carefully controlling costs.

We continue to be focused on providing the best possible services to members of the community that require our assistance.

I would like to thank the council members, Acting CEO, and the team at NEDA for their support and diligence during a difficult year.

Rohit Hirani
Treasurer

Auditor's Independence Declaration

National Ethnic Disability Alliance Incorporated
For the year ended 30 June 2024

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2024, there have been:

1. no contraventions of the independence requirements as set out in *Australian Charities and Not-for-profits Commission Regulation 2013;* and
2. no contraventions of any applicable code of professional conduct in relation to the audit.

Bernard Hardy

Unit G10 Quayside 50 Eastlake Parade
Kingston ACT 2604
Dated: 23 September 2024

Council Members Report

National Ethnic Disability Alliance Incorporated For the year ended 30 June 2024

Council Members Report
Your council members submit the financial report of National Ethnic Disability Alliance Incorporated (NEDA) for the financial year ended 30 June 2024.

The names of council members throughout the year and at the date of this report are:

President	Mary-Anne Cosic
Treasurer	Rohit Hirani
Secretary	Pino Migliorino AM
Ordinary Member	Jade Qi Li
Ordinary Member	Edwin Lourdes Joseph
Ordinary Member	Mary Kumar
Ordinary Member	Angelo Cianciosi
Ordinary Member	George Poniatowski
Ordinary Member	Stephen Lin

Principal Activities
NEDA is the national peak organisation representing the rights and interests of people from non-English speaking background, CaLD/NESB with disability, their families and carers throughout Australia.

A community based, non-government organisation funded by the Commonwealth Department of Social Services. NEDA has a small secretariat and is governed by a Council of state and territory representatives. The majority of Councillors are people from NESB with disability, their families and carers.

NEDA advocates at the federal level for the rights and interests of people from NESB with disability, their families and carers so they can participate fully in all aspects of social, economic, political and cultural life.

NEDA provides policy advice to the federal government and other agencies to secure equitable outcomes for people from NESB with disability, their families and carers. NEDA undertakes projects relating to the NESB and disability communities.

NEDA works closely with its state and territory member organisations to ensure that its policy advice reflects the experience of people from CaLD/NESB communities with disability, their families and carers.

Significant Changes and Events
No significant change in the nature of these activities occurred during the year.

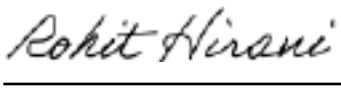
During the 2024 financial year, a contract was entered to purchase Unit 1, 16 Phipps Close Deakin. The property settled in the 2024 financial year out of reserves held by NEDA.

Operating Result
The deficit after providing for income tax for the financial year amounted to, as per below:
$224,723.58

Going Concern
This financial report has been prepared on a going concern basis which contemplates continuity of normal business activities and the realisation of assets and settlement of liabilities in the ordinary course of business. The ability of the association to continue to operate as a going concern is dependent upon the ability of the association to generate sufficient cashflows from operations to meet its liabilities. The members of the association believe that the going concern assumption is appropriate.

Signed in accordance with a resolution of the Members of the Committee on:

Mary-Anne Cosic (President)
Dated: 27th September 2024



Rohit Hirani (Treasurer)
Dated: 27th September 2024

Income and Expenditure Statement

National Ethnic Disability Alliance Incorporated For the year ended 30 June 2024

	2024	2023
Income		
Grant Income	1,205,742	1,530,510
Total Income	1,205,742	1,530,510
Gross Surplus	**1,205,742**	**1,530,510**
Other Income		
Interest Received	27,098	4,011
Other Revenue	10,178	17,225
Total Other Income	37,276	21,236
Expenditure		
Audit Fees	14,813	7,200
Bad Debts	-	250
Board Expenses & Travel	40,395	37,748
Consultants & Subcontractors	207,457	102,229
Depreciation	8,274	6,408
DSS Disability Gateway Expenses	-	(4)
Gifts	4,581	-
Insurance	33,705	41,286
ILC Expenses	-	(272)
Legal expenses	31,628	61,374
Meeting/Conference Costs	6,717	17,463
Office Expenses		
Bank Fees	396	813
Computer/Office Equipment	4,509	726
Memberships/Subscriptions/Fees	8,454	9,127
Other Computer Expenses	9,491	11,575
Printing, Postage & Stationery	18,088	11,421

Income and Expenditure Statement

National Ethnic Disability Alliance Incorporated For the year ended 30 June 2024

	2024	2023
Rent	1,631	4,883
Website Expenses	9,084	10,104
Total Office Expenses	51,654	48,648
Salary & Wages	793,482	733,135
Superannuation	86,212	75,297
Other Employment Expenses	92,312	18,927
Travel and Accommodation	33,423	59,700
Write-off Unidentified Assets	16,365	-
Office Deakin Expenses		
Office Fitout < $1,000	2,517	-
Cleaning	440	-
Utilities expenses	1,916	-
Body Corporate	7,050	-
Rates	4,336	-
Total Office Deakin Expenses	16,259	-
Interest	173	587
Projects	37,084	89,335
Total Expenditure	1,474,534	1,299,310
Current Year Surplus/(Deficit) Before Income Tax Adjustments	(231,516)	252,436
Current Year Surplus/(Deficit) Before Income Tax	(231,516)	252,436
Net Current Year Surplus After Income Tax	(231,516)	252,436

Assets and Liabilities Statement

National Ethnic Disability Alliance Incorporated As at 30 June 2024

	Notes	30 June 2024	30 June 2023
Assets			
Current Assets			
Cash and Cash Equivalents	2	1,422,383	2,264,985
Accounts Receivable		136,258	142,763
Other Current Assets			
Deakin Office		600,656	5,000
Accrued Income		5,802	-
Total Other Current Assets		**606,458**	**5,000**
Total Current Assets		**2,165,099**	**2,412,748**
Non-Current Assets			
Plant and Equipment	3	16,552	29,136
Total Non-Current Assets		16,552	29,136
Total Assets		**2,181,651**	**2,441,884**
Liabilities			
Current Liabilities			
BA Credit Card 12057426		(6,125)	(2,626)
Accounts Payable		43,293	5,295
ATO Account		(586)	90,895
GST Payable		11,074	55,659
PAYG Withholdings Payable		20,147	9,320
Superannuation Payable		13,008	8,649
Employee Salary Sacrifice			
CEO - Salary Sacrifice		1,200	-
CEO - CC BankAust		-	47
Total Employee Salary Sacrifice		1,200	47
Employee Entitlements	4	71,552	98,873
Total Current Liabilities		**153,564**	**266,112**

Assets and Liabilities Statement

National Ethnic Disability Alliance Incorporated As at 30 June 2024

	Notes	30 June 2024	30 June 2023
Other Current Liabilities			
Accrued Expenses		57,870	-
Total Other Current Liabilities		57,870	-
Non-Current Liabilities			
Provision for Wages		25,962	-
Total Non-Current Liabilities		25,962	-
Total Liabilities		**237,396**	**266,112**
Net Assets		**1,944,256**	**2,175,772**
Member's Funds			
Reserves		**1,944,256**	**2,175,772**
Total Member's Funds		**1,944,256**	**2,175,772**

Summary of Significant Accounting Policies

The financial statements are special purpose financial statements prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Act (ACT). The committee has determined that the association is not a reporting entity.

The financial statements have been prepared on an accruals basis and are based on historic costs and do not take into account changing money values or, except where stated specifically, current valuations of non-current assets.

The following significant accounting policies, which are consistent with the previous period unless stated otherwise, have been adopted in the preparation of these financial statements.

Property, Plant and Equipment (PPE)

Leasehold improvements and office equipment are carried at cost less, where applicable, any accumulated depreciation.

The depreciable amount of all PPE is depreciated over the useful lives of the assets to the association commencing from the time the asset is held ready for use.

Leasehold improvements are amortised over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

Impairment of Assets

At the end of each reporting period, the committee reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised in the income and expenditure statement.

Employee Provisions
Provision is made for the association's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee provisions have been measured at the amounts expected to be paid when the liability is settled.

Provisions
Provisions are recognised when the association has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions are measured at the best estimate of the amounts required to settle the obligation at the end of the reporting period.

Cash on Hand
Cash on hand includes cash on hand, deposits held at call with banks, and other short-term highly liquid investments with original maturities of three months or less.

Accounts Receivable and Other Debtors
Accounts receivable and other debtors include amounts due from members as well as amounts receivable from donors. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

Revenue and Other Income
Revenue is measured at the fair value of the consideration received or receivable after taking into account any trade discounts and volume rebates allowed. For this purpose, deferred consideration is not discounted to present values when recognising revenue.

Interest revenue is recognised using the effective interest method, which for floating rate financial assets is the rate inherent in the instrument. Dividend revenue is recognised when the right to receive a dividend has been established.

Grant and donation income is recognised when the entity obtains control over the funds, which is generally at the time of receipt.

If conditions are attached to the grant that must be satisfied before the association is eligible to receive the contribution, recognition of the grant as revenue will be deferred until those conditions are satisfied.

All revenue is stated net of the amount of goods and services tax.

Goods and Services Tax (GST)
Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the assets and liabilities statement.

Financial Assets
Investments in financial assets are initially recognised at cost, which includes transaction costs, and are subsequently measured at fair value, which is equivalent to their market bid price at the end of the reporting period. Movements in fair value are recognised through an equity reserve.

Accounts Payable and Other Payables
Accounts payable and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the association during the reporting period that remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

	2024	2023
2. Cash and Cash Equivalents		
Bankmecu 12053911	1,012,464	1,257,641
NCCP 12266013	206,038	759,761
NCCP GST 12277176	-	50,182
NCCP Debit Card 12277176	-	1,000
COMMS Debit Card 12266044	-	2,000
Demographer - Debit Card	-	92
DiviPay Account	1,511	518
Term Deposit 138352919	142,927	136,868
Term Deposit 138358064	59,442	56,922
Total Cash and Cash Equivalents	1,422,383	2,264,985

	2024	2023
3. Plant and Equipment, Motor Vehicles		
Plant and Equipment at Cost	23,633	46,458
Accumulated Depreciation of Plant and Equipment	(7,081)	(17,322)
Total Plant and Equipment	16,552	29,136
Total Plant and Equipment, Motor Vehicles	16,552	29,136
4. Employee Entitlements		
Provision for Annual Leave	69,166	98,873
Provision for Long Service Leave	2,387	-
Total Employee Entitlements	71,552	98,873

True and Fair Position

National Ethnic Disability Alliance Incorporated
For the year ended 30 June 2024

Annual Statements Give True and Fair View of Financial Position and Performance of the Association

We, Mary-Anne Cosic, and Rohit Hirani, being members of the council of National Ethnic Disability Alliance Incorporated, certify that

– The statements attached to this certificate give a true and fair view of the financial position and performance of National Ethnic Disability Alliance Incorporated during and at the end of the financial year of the association ending on 30 June 2024.

M Cosic

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Mary-Anne Cosic (President)
Dated: 27th September 2024

Rohit Hirani

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Rohit Hirani (Treasurer)
Dated: 27th September 2024

Audit Report

National Ethnic Disability Alliance Incorporated For the year ended 30 June 2024

Report on the Financial Report

We have audited the accompanying financial report, being a special purpose financial report, of National Ethnic Disability Alliance Incorporated (the Association), which comprises the committee's report, the assets and liabilities statement as at 30 June 2024, the income and expenditure statement for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the certification by members of the committee on the annual statements giving a true and fair view of the financial position and performance of the association.

Committee's Responsibility for the Financial Report

The Committee of the National Ethnic Disability Alliance Incorporated is responsible for the preparation and fair presentation of the financial report, and has determined that the basis of preparation described in Note 1 is appropriate to meet the requirements of the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and is appropriate to meet the needs of the members. The committee's responsibility also includes such internal control that the committee determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express a conclusion on the financial report based on our audit. We conducted our audit in accordance with Auditing Standard on Review Engagements ASRE 2415 *Review of a Financial Report*: *Company Limited by Guarantee or an Entity Reporting under the ACNC Act or Other Applicable Legislation or Regulation*, in order to state whether, on the basis of the procedures described, anything has come to our attention that causes us to believe that the financial report does not satisfy the requirements of Division 60 of the ACNC Act including: giving a true and fair view of the registered entity's financial position as at 30 June 2024 and its performance for the year ended on that date; and complying with the Australian Accounting Standards and the *Australian* Charities and Not-for-profits Commission Regulation 2013 (ACNC Regulation). ASRE 2415 requires that we comply with the ethical requirements relevant to the audit of the financial report.

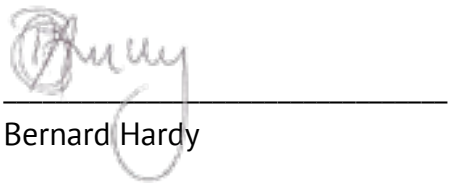
Conclusion

Based on our audit, nothing has come to our attention that causes us to believe that the financial report of the National Ethnic Disability Alliance Incorporated does not satisfy the requirements of Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* including:

a. giving a true and fair view of the registered entity's financial position as at 30 June 2024 and of its financial performance and cash flows for the year ended on that date; and
b. complying with Australian Accounting Standards to the extent described in Note 1, and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

Basis of Accounting and Restriction on Distribution

Without modifying our conclusion, we draw attention to Note 1 to the financial statements, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the responsible entities' financial reporting responsibilities under the ACNC Act. As a result, the financial report may not be suitable for another purpose.



Bernard Hardy

Unit G10 Quayside 50 Eastlake Parade
Kingston ACT 2604
Dated: 23 September 2024

NEDA

National Ethnic Disability Alliance

NATIONAL ETHNIC DISABILITY ALLIANCE

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The National Ethnic Disability Alliance is funded by the Department of Social Services (DSS).

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