ANNUAL REPORT
2024-25

NEDA

National Ethnic Disability Alliance

studio A

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This artwork has been used for the cover of the NEDA Inclusive Arts Practice Framework.
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As a Disabled People's Organisation (DPO), the National Ethnic Disability Alliance (NEDA) is an organisation run predominantly by individuals who identify as culturally and linguistically diverse (CALD), as people with disability, or both.

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

NEDA acknowledges the Traditional Custodians of Country throughout Australia, and recognises their continuing connection to land, waters, cultures, and communities. We pay our respects to Elders past, present, and emerging.

Content

About Us 4

Acronyms and Abbreviations 5

President's Report 6

Our Strategic Direction 10

Highlights of the Year 12

Key Advocacy Areas 15

Submissions, Statements and Endorsements 18

Advisory Groups 21

Roundtables, Consultations, Events, and Workshop Highlights 23

Major Reviews and Feedback Provided 24

Major Projects 25

Inclusive Arts Advisory Group Members 28

Financial Statements 34

About Us

The National Ethnic Disability Alliance (NEDA) is a Disabled People's Organisation (DPO) peak body that advocates nationally for the human rights of people with disability from culturally and linguistically diverse (CALD) backgrounds. We are a founding member of Disabled People's Organisations Australia (DPOA). We are a community-based non-government organisation funded by the Commonwealth government. We have a professional staff structure and are governed by a Council of State/Territory and community representatives. As a DPO, and in accordance with NEDA's Constitution, the Board is comprised of a majority of members who are people with disability from CALD backgrounds.

Our Vision

Disability rights and cultural diversity are fundamental to an equitable Australian society.

Our Mission

As a sustainable and effective national peak body, advocate for the human rights of people with disability from culturally and linguistically diverse backgrounds by voicing and representing their needs and goals in all matters that affect them.

Our Members

Canberra Multicultural Community Forum Inc.

tasc Legal and Social Justice Services

MCNT Multicultural Council of the Northern Territory

Kin | Disability Advocacy for Diverse Communities

MRC North West Region Inc

MDAA

MULTICULTURAL COUNCIL of TASMANIA

Acronyms and Abbreviations

ABC - Australian Broadcasting Corporation

AAG - Australian Association of Gerontology

ACECQA - Australian Children's Education & Care Quality Authority

ACOSS - Australian Council of Social Service

ACT - Australian Capital Territory

AEC - Australian Electoral Commission

AIFS - Australian Institute of Family Studies

ADS - Australia's Disability Strategy

CALD - Culturally and Linguistically Diverse

CID - Council for Intellectual Disability

CoP - Community of Practice

CRPD - Convention on the Rights of Persons with Disabilities

CYDA - Children and Young People with Disability Australia

DES - Disability Employment Services

DPO - Disabled People's Organisation

DPOA - Disabled People's Organisations Australia

DRO - Disability Representative Organisation

DRCO – Disability Representative and Carers Organisation

DSS - Department of Social Services

EAD - Equal Access to Democracy

FECCA - Federation of Ethnic Communities' Councils of Australia

FPDN - First Peoples Disability Network

ILC - Information Linkages and Capacity Building

LGBTIQA+ - Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, Asexual, or people otherwise diverse in gender, sexual orientation, and/or innate variations of sex characteristics

MDAA - Multicultural Disability Advocacy Association

NDIA - National Disability Insurance Agency

NDIS - National Disability Insurance Scheme

NDRP - National Disability Research Partnership

NEDA - National Ethnic Disability Alliance

NSW - New South Wales

PWDA - People with Disability Australia

QLD - Queensland

SSI - Settlement Services International

STARTTS - Service for the Treatment and Rehabilitation of Torture and Trauma Survivors

TIO - Telecommunications Industry Ombudsman

UN - United Nations

VALID - Victorian Advocacy League for Individuals with Disability

VIC - Victoria

WA - Western Australia

WWDA - Women with Disabilities Australia Programs & Initiatives

President's Report

Acknowledgement and Gratitude

I begin by acknowledging the Traditional Owners of the lands on which we live and work, and pay my respects to Elders past, present, and emerging.

This year has been one of resilience and renewal for NEDA. I want to extend my heartfelt thanks to our Council for their commitment during a challenging period. Together, we have strengthened our internal processes and governance, ensuring NEDA remains a trusted and effective voice for people with disability from culturally and linguistically diverse (CALD) backgrounds.

We welcomed new board members, including Angelo Cianciosi as Deputy President, and I thank our outgoing members and member organisations for their service. Special thanks goes to our Secretary, Pino Migliorino, for his guidance and tireless efforts, and to Rohit Hirani, our Treasurer, for his stewardship of NEDA's finances. I also acknowledge the contributions of outgoing board members George Poniatowski, Mary Kumar, and Jade Qi Li.

I extend my sincere appreciation to all staff for their dedication,

professionalism, and commitment throughout the year. The achievements of the organisation are a direct reflection of the expertise, resilience, and collaborative spirit of its people. It is through the collective efforts of staff that NEDA continues to strengthen its role as a trusted voice and advocate, delivering meaningful outcomes for the communities we serve.

We wish to acknowledge the outstanding contributions of the following individuals:

- **Geoff Buckmaster,** Director of Finance and Operations, for his contribution to strengthening NEDA's internal policies and financial management.
- **Neha Prakash**, whose leadership and stewardship as Acting Chief Executive Officer until October 2025 provided stability and direction during a period of transition.
- **Lara Kissin**, Governance and Executive Support, for her long-standing service as a valued member of the NEDA family. Her commitment to organisational governance and executive functions has ensured continuity and strengthened the foundations of NEDA's operations.
- **Grace White**, for her three years of impactful work in projects and policy. Her expertise and dedication have significantly advanced the organisation's policy agenda and project delivery.

The Board and Executive also acknowledge the broader staff team, whose collective efforts underpin every achievement outlined in this report. From program delivery and policy development to governance and administration, each member of staff plays a vital role in ensuring that NEDA remains a strong, effective, and value-driven organisation.

We extend our gratitude to all staff for their professionalism, expertise, and unwavering commitment. Their contributions exemplify the mission of NEDA and continue to strengthen the organisation's capacity to serve its members and the wider community.

Strengthening Governance and Compliance

This year, we laid a strong foundation for organisational integrity and accountability. We introduced key policies covering work health and safety, financial delegations, privacy, complaints, and safeguarding of children and vulnerable people.

To further strengthen transparency and reduce risk, we engaged external providers to enhance oversight in HR and finance. These measures, alongside continuous review of our Employee Assistance Program, ensure that NEDA operates with the highest standards of governance and care for our people.

Organisational Capacity and Staffing

We aligned our organisational capacity to align with strategic priorities. I am pleased to welcome new team members—Adam Poulter, Brahmmi Kumarasamy, Rebekah Dawson, and Sadikshya Dulal—who bring a wealth of skills across projects and policy work. Our teams are working collaboratively across Projects and Policy to share knowledge and maximise effectiveness, ensuring that NEDA delivers impact efficiently and strategically.

After an extensive recruitment process, Samara Rodway was appointed as Chief Executive Officer in November 2024. Samara made significant contributions to external policy and partnership engagement, and organisational compliance. Unfortunately, Samara resigned in August 2025 for personal reasons. While staff turnover presented challenges, we have focused on building stability and bringing in diverse expertise.

Key Achievements and Impact

Despite the challenges, NEDA has continued to deliver meaningful outcomes for our community. Highlights include:

- **Inclusive Arts Project** – which has developed a draft framework for promoting disability inclusion and accessibility in the arts, and next year will collaborate with arts centres across the country to pilot this in delivering inclusive arts programs.
- **Securing NDRP funding** to support research on safety for people with disability from CALD backgrounds in aged care settings.
- **Consultations** with members to inform submissions on Foundational Supports and other critical disability sector reforms.
- **Sector education** through a joint webinar with Dietitians Australia on cultural competence in disability, ensuring professionals are better equipped to support our communities.

These achievements reflect NEDA's commitment to amplifying the perspectives and needs of people with disability from CALD backgrounds.

National Leadership and Engagement

As President, I have been proud to represent NEDA in national forums and strengthen our influence on systemic reform. Key engagements this year included:

- Serving as a permanent member of the Telecommunications Industry Ombudsman Consumer Panel.
- Active participation in the Disability Point to Point Transport Working Group and the Disability Transport Standards Reporting Group, ensuring transport systems are accessible and inclusive.

- Leading advocacy for equal access to democracy through membership of the Australian Electoral Commission's disability advisory committee and with state electoral bodies.
- Collaborating with the National Emergency Management Agency on the rollout of a new cell messaging system to improve emergency communications for people with disability.
- Continuing to champion the NDIS CALD Strategy (2021–2030) as a key framework for equity and inclusion.

Media advocacy has also been a priority, including an ABC interview calling for a dedicated Disability Minister and portfolio – a critical step toward stronger representation at the highest levels of government.

Looking Ahead

As we move into 2025–26, NEDA's focus will be on implementing our new Strategic Plan, deepening engagement with member organisations, and strengthening partnerships with other peak bodies. We will continue to advocate for systemic reforms that uphold the rights and dignity of CALD people with disability, while building organisational resilience and securing sustainable funding.

Despite the challenges, I remain optimistic. NEDA is well-positioned to lead change, foster inclusion, and deliver innovative projects that make a real difference in people's lives.

Thank you to our members, partners, and communities for your trust and collaboration. Together, we will continue to work toward an Australia where disability rights and cultural diversity are valued as essential to an equitable society.

Mary-Anne Cosic

President

Our Strategic Direction

1. Strengthen the capacity of NEDA and its member organisations to access and engage CALD people with disability, supporting our advocacy, legitimacy and co-design capacity.

2. Enhance NEDA's positioning as the national Disabled People's Organisation (DPO) for CALD people with disability in all their diversity.

3. Facilitate positive change in CALD communities' attitudes toward disability and promote the social model of disability.

4. Lead systemic advocacy around access to an inclusive NDIS, other government services and broader domestic and international platforms, while preventing violence against CALD people with disability, in alignment with the Convention on the Rights of Persons with Disability (CRPD).

5. Ensure organisational sustainability through funded and fee-for-service programs, activities and new opportunities that align with our mission and principles.

The following principles guide our work

1. People from CALD backgrounds with disability and their carers have the right to be respected for their inherent worth and dignity, and to be free from all forms of discrimination.

2. People from CALD backgrounds with disability are experts in how they wish to receive services and support for achieving their life goals.

3. All our activities must incorporate the views and experiences of people from CALD backgrounds with disability, their carers, and communities.

4. The interests of all people in society are best served by establishing equal rights and opportunities for people from CALD backgrounds with disability, and their carers.

5. People from CALD backgrounds with disability must be afforded equal rights and opportunities as people who do not have a disability.

6. Government and civil society are accountable for providing equitable and responsive services and programs.

7. We are accountable to people from CALD backgrounds with disability, their carers, as well as to the agencies that fund our work.

8. We commit to being open, honest and transparent in our relationships.

Highlights of the Year

In 2024-2025, NEDA deepened its systemic advocacy, launching key inclusion projects, expanding research partnerships and collaborations, as well as enhancing organisational capacity to advance the rights and inclusion of people with disability from CALD backgrounds.

Systemic Advocacy

National reforms

Contributed to consultations and submissions, including major submissions relating to the NDIS Act Amendments (Bill No. 2) and Foundational Supports.

Strategic engagement

Provided feedback to the implementation and evaluation of Australia's Disability Strategy 2021-2031, NDIS CALD Strategy and Action Plan 2024–2028 and influencing reforms through advisory and co-design groups.

International advocacy

Contributed to Australia's Universal Periodic Review and provided advice to the UN Special Rapporteur on Contemporary Forms of Slavery, offering insights on the Australian CALD context.

Collaboration

Worked with government agencies, Disability Representative Organisations, civil society organisations, and sector peak bodies to embed cultural and linguistic accessibility, trauma-informed and human rights-based approaches, intersectional and culturally competent practice, as well as the collection and use of CALD-disaggregated data in program design, delivery and policy reforms.

Key Projects

Inclusive Arts Project

- Funded through the Information Linkages and Capacity Building (ILC) Program. Expanding access to arts participation for CALD people with disability, and their carers, in ACT, NSW, WA, QLD, and VIC.
- Established the Inclusive Arts Advisory Group - a diverse group of artists, curators, community arts workers and advocates who identify as people from CALD backgrounds, most of whom also identify as people with disability.
- Developed the Inclusive Arts Practice Framework with the Arts Advisory Group using co-design approach.
- The framework will be used for guiding arts centres to create inclusive, culturally responsive art programs.

National Disability Research Partnership Grant Project

- One of 15 organisations nationally awarded funding for disability-led co-design research project.
- In partnership with the Australian Association of Gerontology (AAG).
- **Research Project Title**
  Assemblages of Safety: Institutional Norms and CALD Disability in Aged Care.
- **Focus**
  Understanding how institutional and cultural factors affect safety for people with disability from CALD backgrounds in aged care settings.

Organisational Development

Stakeholder and Member Engagement

NEDA is developing a stakeholder and member engagement strategy to strengthen engagements with member organisations, disability sector partners, multicultural and settlement sector partners, research and academic partners, cross-sector and civil society partners, and, most importantly, people with disability from CALD backgrounds and their carers.

Team Growth and Transitions

During 2024–2025, NEDA welcomed new team members across key areas of the organisation, enhancing expertise in policy, research, project delivery, and organisational leadership. These appointments strengthened NEDA's capacity for evidence-based advocacy, research partnerships, and community engagement, supporting the development of successful grant applications and delivery of high-impact projects aligned with NEDA's strategic priorities. The new roles reflect both planned growth enabled through external funding and targeted recruitment to build long-term organisational capability.

Key Advocacy Areas

Throughout 2024-2025, NEDA delivered systemic advocacy grounded in lived experience, and cultural knowledge, along with evidence-based research advancing the rights and inclusion of people with disability from CALD backgrounds across national, international, and sectoral reforms.

Ongoing sector discussions highlighted the need for genuine, power-sharing co-design with accessible, culturally safe and responsive processes that implement participant feedback and prioritise lived-experience leadership.

NDIS Reforms and Implementation

NEDA participated in the Co-design Advisory Group, Participant Pathway Experience Working Group, and NDIS Complaints Function Advisory Committee, providing feedback on Supports Rules, therapy guidelines, eligibility processes, and participant communications.

Across reforms, NEDA advocated for cultural and linguistic accessibility, trauma-informed and human rights-based approaches, intersectional considerations, culturally competent practice, and the collection and use of CALD-disaggregated data.

Foundational Supports

NEDA facilitated focus groups and surveys to capture the experiences of CALD people with disability accessing non-NDIS supports and contributed to NDIA and DSS advisory groups, advocating for culturally responsive and inclusive program design from the earliest stages of policy development.

Human Rights and Anti-Discrimination

NEDA advocated for the inclusion of disability in Recommendation 53 of the Australian Human Rights Commission's Anti-Racism Framework, ensuring intersectional recognition of systemic factors and highlighting the importance of inclusive human rights protections in migration, health, and anti-discrimination policy.

International and Strategic Advocacy

NEDA contributed to Australia's Universal Periodic Review and engaged with the UN Special Rapporteur on Contemporary Forms of Slavery, representing CALD experiences in global disability rights discussions.

Emergency Preparedness

NEDA collaborated with the National Emergency Management Agency on the rollout of a new cell messaging system, advocating for communication mechanisms and processes that are accessible and culturally responsive.

Transport and Accessibility

NEDA contributed to Disability Point-to-Point Transport and Transport Standards Working Groups, advocating for culturally competent and accessible transport solutions for people with disability from CALD backgrounds.

Electoral Participation and Democracy

NEDA engaged with the AEC Disability Advisory Committee and NSW Electoral Commission reference groups, and advocated for removing barriers to voting, ensuring CALD perspectives informed electoral access and participation initiatives.

Disability Royal Commission Response

NEDA advocated for stronger safeguards, protection against violence, and recognition of CALD experiences, and collaborated with Disability Representative Organisations to form a unified national approach on systemic reforms.

Employment and Economic Participation

Through consultation on Disability Employment Services (DES) reforms, mutual obligation requirements, and broader employment policies, NEDA advocated for accessible communication, cultural responsiveness, and inclusive program design for CALD participants.

Refugee Inclusion and Disability Advocacy

NEDA contributed to the Foundations for Belonging Research Advisory Group, focusing on how people with disability from refugee backgrounds experience support systems in Australia. Through this work, NEDA strengthened partnerships with Settlement Services International and Western Sydney University, expanding its influence in refugee and disability research and laying the groundwork for future collaborative projects and policy engagement.

Submissions, Statements and Endorsements

4 Individual Government Submissions, informed by community engagement approaches such as focus groups, surveys, and one-on-one consultations with CALD people with disability, and where appropriate, their carers:

- **Focus Group Summary Report to the NDIS Commission: Proposed Quality and Safeguarding Amendments to the NDIS Act (Bill No. 2)**

  Facilitated focus groups on the NDIS Commission Bill No. 2 Amendments, gathering insights from CALD NDIS participants on provider accountability, compliance measures, and necessary safeguards.

- **Submission to the DSS in Response to Consultation on Proposed Foundational Supports**

  Distributed a community survey and facilitated focus groups with the Social Deck, informing policy recommendations for CALD-inclusive Foundational Supports, addressing access barriers, cultural responsiveness, and service equity.

- **Submission to the DSS on s10 NDIS Draft Lists**

  Highlighted concerns with the draft list approach in Section 10 of the NDIS Bill, drawing on community feedback that rigid, itemised lists risk limiting choice and control for CALD participants. Recommended a high-level, principles-based framework and inclusion of culturally relevant supports.

- **Submission to the DSS on the National Principles for the Regulation of Assistance Animals**

  Facilitated a national online consultation with assistance-animal users from CALD backgrounds, prospective users, their carers, and assistance-animal trainers, identifying key issues of accessibility, affordability, and cultural safety. Recommended nationally consistent and inclusive accreditation and evidence processes, flexible training pathways, and strong public education and privacy safeguards.

9+ Joint Submissions and Statements, including:

- **Australia's civil society coalition input for the United Nations Universal Periodic Review (UPR)**

  Our input, provided through the working groups on People with Disability, CALD Communities, Refugees and Asylum Seekers, and Older Persons, was largely retained in the final submission, reinforcing NEDA's ongoing commitment to international advocacy and cross-sector collaboration for disability justice.

- **Joint letter to the United Nations Special Rapporteur on Contemporary Forms of Slavery with PWDA, FPDN and WWDA**

  Met with the UN Special Rapporteur on Contemporary Forms of Slavery, alongside DROs, the Australian Human Rights Commission, and the Australian Red Cross. This engagement informed a joint submission, co-authored with PWDA, FPDN, and WWDA, providing advice to the Special Rapporteur and highlighting CALD perspectives on disability, exploitation, and inequity in the Australian context.

- **NDIS Supports Rules Consultation Joint Submission**

  Recommended a more flexible, principles-based single 'in' list with carve-outs, stronger inclusion of essential, gender-responsive and intersectional supports, a redesigned accessible replacement process, verified alternatives before exclusions, and extended transition timeframes to align with other NDIS reforms and prevent service gaps.

- **Joint Statement with WWDA, calling for immediate humanitarian support and disability-inclusive crisis response in Gaza**
- **Joint statement on the Disability Royal Commission, calling for stronger protections against violence**
- **DRO Joint Submission on Automated Decision-Making (ADM) Reform, highlighting risks posed by ADM in Centrelink and NDIA processes**
- **Submission to NSW Parliament, outlining voting access barriers for CALD people with disability**
- **Policy engagement on restrictive practices and systemic reform, ensuring CALD perspectives were represented in national Disability and Forced Marriage Submission to the Attorney-General's Department Consultation**
- **Amendments Vital to Make the NDIS Bill Fair**

FECCA
eccq
Ethnic Communities
Council of Queensland
FECCA
2024
Our Experiences. Our Future.
Global Fair

Advisory Groups

Engagement Reach 2024-2025

20+ **Advisory, Co-design and Working Group Engagements, including:**

- Foundations for Belonging Research Advisory Group
- NDIA/DSS Advisory Group
- Participant Pathway Experience Co-Design Working Group
- NDIS Co-design Advisory Group
- NDIS Complaints Function Advisory Committee
- Intellectual Disability Justice Network
- LGBTIQA+ Summit Advisory Group
- CALD Research Co-design / Purple Orange advisory group
- CALD Strategy External Advisory Group
- DES Participant Experience Reference Group
- NDIS s10/33 Evaluation Advisory Group
- DRCO Advisory Group
- SSI TECS Co-design Sessions
- NDIS Systemic Advocacy Working Group
- NDIS Complaints Function Advisory Committee
- Participant Pathway Experience Co-Design Working Group
- NDIS Systemic Advocacy Working Group

3+ Electoral and Democratic Participation Committees

- Equal Access to Democracy – EAD Disability Reference Group NSW Electoral Commission
- Australian Electoral Commission Disability Advisory Committee
- CALD Reference Group – NSW Electoral Commission

Cross-Sector Initiatives, including

- **DRO-led Intersectionality Presentation and Q&A**
  Presented to key government and sector stakeholders, exploring how overlapping systemic factors compound disadvantage for marginalised people with disability. Highlighted the severe underrepresentation of CALD people with disability in the NDIS and, in collaboration with fellow DROs, emphasised the need for intersectional reform, shared accountability, and centring the most marginalised to benefit all. The session was well received by government attendees and strengthened cross-sector collaboration.
- **Election Engagement**
  Participated in DRO scenario planning for the 2025 Federal Election, contributed to the DRO Election Blueprint, and supported the development of post-election briefing notes for the incoming government. Also engaged in joint election advocacy and endorsed the DRO media release following the Federal Budget in March 2025.
- **Australian Settlement and Multicultural Peak Bodies Group**
- **Joint letter calling for a dedicated Disability Minister and portfolio, with NEDA's President interviewed on ABC about this advocacy**

Roundtables, Consultations, Events, and Workshop Highlights

- Mandating Cash Acceptance Consultation
- Australian Institute of Family Studies (AIFS) Consultation on Foundational Supports – Supported research on parent/carer supports for children aged 0-9 with disability, focusing on non-NDIS supports for CALD families
- DRO Roundtable – Disability Lens (Gender-based Violence)
- DRO DSS Pragma Roundtable
- MDAA 'Beyond Barriers' National Conference themes: Social Cohesion, Racism, AI in Disability Sector
- Movember and Cancer Australia Workshop
- NDRP Impact Evaluation Workshop – inclusive evaluation frameworks
- FECCA (Federation of Ethnic Communities' Councils of Australia) Biennial Conference 2024
- NDIS Legislation Sector Workshop
- National Emergency Management Agency Stakeholder Workshop – supporting rollout of new cell messaging system
- ACOSS Mutual Obligation Consultation
- International Day of People with Disability event at the Australian Parliament House

Major Reviews and Feedback Provided

- Input to the 2025 Australian Disability Strategy Implementation Report
- Provided feedback on Disability Employment Services (DES) participant letters to improve language, accessibility, and readability for participants from CALD backgrounds
- Provided input on the draft 'Vulnerability Strategic commitment to the Disability Peak Bodies Secretariat
- Reviewed Participant Pathway documents, especially on 'Needs Assessment' and other DROs co-design group engagements
- Instinct and Reason for Services Australia's DES reform project, providing perspectives on optimal communication for upcoming changes
- Extensive feedback to ADS Governance Team on the 'Independent Evaluation DRO Forum'
- Provided feedback on four papers from the Department of the House of Representatives - initial review of materials used to engage the public with Parliamentary committees
- Australia's Disability Strategy Review

Major Projects

Inclusive Arts

In June 2024, NEDA was announced as a grant recipient in the Department of Social Services' Information Linkages and Capacity Building Program (now managed by the Department of Health, Ageing and Disability). NEDA is required to deliver the Inclusive Arts Project to increase access and participation to arts programs for people with disability from CALD backgrounds and their carers in NSW, VIC, WA, QLD and the ACT.

In the initial stages of the project, NEDA focused on establishing the Inclusive Arts Advisory Group, a diverse group of artists, curators, community arts workers and advocates who identify as people with disability from CALD backgrounds, or carers of people with disability. Across the first year of the project, the Advisory Group has provided guidance, direction and lived experience expertise to the project team; supporting the co-design and co-creation elements of the project. There is an Advisory Group member representative for each State and Territory where NEDA is delivering this project.

The end of the first year of the project saw NEDA working with the Advisory Group to develop the Inclusive Arts Practice Framework, a first of its kind resource that captures the principles, approaches and considerations for inclusive arts practice led by people with disability from CALD backgrounds. This framework reflects the collective wisdom and lived experience of the Advisory Group and will inform future project activities, partnerships and capacity-building efforts.

In parallel, NEDA began mapping opportunities for collaboration with community arts organisations, across participating jurisdictions. The early parts of the second year of the project will focus on providing capacity building training based on the Inclusive Arts Practice Framework to Community Art Centres in each of the funded States and Territories.

The training and implementation of the Framework will support the art centres to design and deliver inclusive, accessible, and culturally appropriate art programs, which they will then rollout to their local communities, culminating in an exhibition or showcase of their work.

Figure. A graphic depiction of the Inclusive Arts Framework.

The framework is structured around four interdependent domains:

Inclusive Entry Points
Emphasises understanding cultural and disability identities as sources of knowledge and power, critical reflection, and a commitment to inclusive, equity-driven, trauma-informed mindsets essential for designing and delivering inclusive arts program.

Enabling Environment
Focuses on the conditions that support inclusion, including accessible infrastructure; culturally safe spaces; inclusive governance; sustainable resourcing; and a strengths-based organisational culture.

Inclusive Arts Processes
Highlights the need for accessible and flexible participation, with diverse communication media, adaptive formats, and tools for equity and accountability embedded in the design and delivery of arts programs.

Inclusive Arts Program
Represents what is possible when these elements align: inclusive art program with inclusion and accessibility embedded across different domains (such as structural, organisational, and cultural) during program design and delivery.

The framework offers a roadmap for designing inclusive arts programs not as one-off projects, but as ongoing practices rooted in equity and inclusion.

Inclusive Arts Advisory Group Members

Chair: Carly Findlay OAM

Carly Findlay is an award-winning writer, speaker, arts worker and appearance activist based in Melbourne. She was awarded Order of Australia Medal (OAM) in 2020 for her advocacy work within the disability space, and is passionate about representation, and challenging the limited expectations society has of people with disabilities.

Australian Capital Territory

Dominic Hong Duc Golding

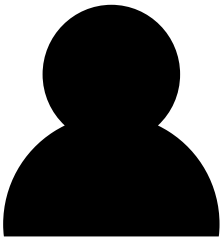
Dr Madhumita Iyengar

Western Australia

Rafeif Ismail

Alimul Al Tasin

Victoria



Maya Sollier

Yasmine Hosseini

Queensland

Martha Bizimana

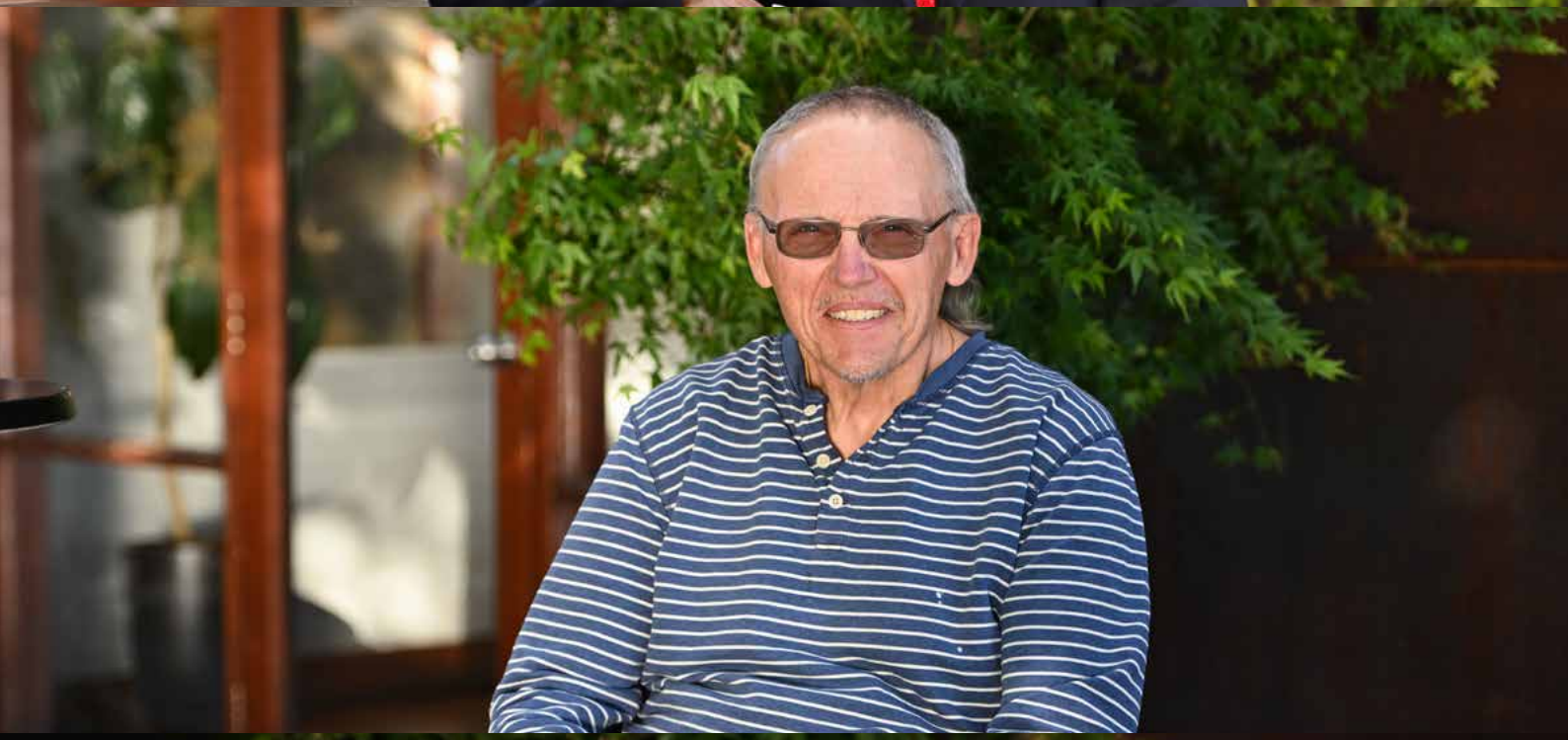
Jessica Kejun Xu

New South Wales

M. Sunflower

Emmanuel Asante

Jiva Parthipan



National Disability Research Partnership-funded Research Project

In June 2025, NEDA achieved a significant milestone. In partnership with the Australian Association of Gerontology, NEDA was selected as one of only 15 organisations across Australia to receive funding from the National Disability Research Partnership (NDRP). This prestigious grant program, funded by the Australian Government under Australia's Disability Strategy 2021-2031, responds directly to critical safety recommendations from the Disability Royal Commission.

The funding represents more than financial support – it's national recognition of NEDA's expertise and leadership in addressing the intersecting challenges faced by people with disability from CALD backgrounds. As one of 15 projects selected from a highly competitive process, NEDA now stands alongside Australia's leading disability research institutions in carrying out disability-led co-design research project. As such, NEDA is a part of an exclusive Community of Practice (CoP) – a collaborative network bringing together Australia's leading disability researchers, advocates, and community organisations. This "doing and learning environment" creates a space where the 15 project leads work together to share innovative research methodologies, address shared challenges, build collective knowledge on disability safety and rights, and strengthen evidence for systemic policy reform.

Our research project, "Assemblages of Safety: Institutional Norms and CALD Disability in Aged Care" will inform a broader research proposal investigating how formal institutions – such as laws, regulations, and policies – and informal institutions – such as traditions, routines, and practices – within aged-care settings affect the safety and well-being of people with disability from CALD backgrounds.

This project directly builds on the findings of both the Disability Royal Commission and the Aged Care Royal Commission, which highlighted the urgent need for stronger safeguards, cultural safety, and inclusive practices. By highlighting where existing laws and regulations fail to account for cultural diversity and disability intersectionality, the research will provide evidence and advocate for the development of stronger legislative safeguards, culturally responsive standards of care, and clearer accountability mechanisms within the Aged Care policies and related frameworks.

Embrace Multicultural Mental Health Project

NEDA continued its partnership in Embrace Multicultural Mental Health throughout 2024-25. Embrace is delivered by Mental Health Australia in partnership with the Federation of Ethnic Communities' Councils of Australia and NEDA, with funding from the Australian Government Department of Health, Ageing and Disability. The initiative provides a national focus on mental health and suicide prevention for people from multicultural, migrant and refugee backgrounds.

NEDA has been a key partner in this initiative since 2021, contributing a focus on the experiences and needs of people with disability from multicultural, migrant, and refugee backgrounds. Throughout the year, we participated in the project's oversight, project management and external stakeholder committees. We promoted project outputs to communities via NEDA's member organisations, including by sharing project materials for dissemination at community events.

We included the project in external presentations, such as the one delivered to the National Language Services Forum by NEDA's President, Mary-Anne Cosic, and Director of Projects, Partnerships and Consultancies on 18 February 2025. Embrace offers a national platform for mental health and suicide prevention services to assess and enhance their support for multicultural communities. It also links individuals and families to vital services, information, and resources in culturally accessible formats, with factsheets available in multiple languages. NEDA will continue to provide advice on disability inclusion in mental health support to multicultural communities as the Embrace Project updates the assessment framework, factsheets and other project resources.

Other partnership and project advisory roles

In 2024–2025, NEDA partnered with key organisations to advance culturally responsive and inclusive projects, policies, and resources for CALD people with disability and their families. Some of these projects included:

- **Dietitians Australia: Cultural Competence in Disability & Nutrition**
  Co-delivered a webinar in partnership with the Centre for Ethnicity, Culture and Health; provided some useful strategies for supporting CALD people with disability in nutrition and dietary care.
- **Child Safe Organisations Project**
  As a member of CYDA-led Advisory Group, NEDA provided feedback on safeguarding materials to ensure inclusion of children from CALD backgrounds.
- **"I Can Decide" Project**
  As an Advisory Group member for the DSS-funded project led by VALID (Victoria) and CID (NSW), NEDA contributed to developing a supported decision-making framework for Chinese and Vietnamese communities.
- **Australian Children's Education & Care Quality Authority (ACECQA) Inclusive Capability Project**
  NEDA participated in and contributed to the Inclusive Capability Project — a peak body consultation project for developing inclusive capability frameworks that better reflect the unique needs of children and families from diverse backgrounds.

Sustaining Impact from past collaboration - The Our Voices Our Lives Our Way (OVOLOW) project was a partnership between LGBTIQ+ Health Australia (LHA) and NEDA, designed to empower LGBTIQ+ people with disability by helping them gain knowledge, skills, and confidence. NEDA continues to host the OVOLOW Resource Hub, a collection of resources, stories, art, toolkits, and research, which serves as a one-stop shop for resources related to LGBTIQA+ disability advocacy and research.

Financial Statements

National Ethnic Disability Alliance Inc | ABN: 13 087 510 232
Responsible persons' report
30 June 2025

The Council members present their report on National Ethnic Disability Alliance Inc for the financial year ended 30 June 2025.

Information on Council members

The names of each person who has been a council member during the year and to date or the report are:

Mary Anne-Cosic
Youssif Assafiri
Angelo Cianciosi
Jan Ezidkhalo
Edwin Lourdes
Joseph Stephen Lin
Favour David-Onu
Pino Migliorino (resigned September 2025)

Council members have been in office since the start of the financial year to the date of the report unless otherwise stated.

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

A community based, non-government organisation funded by 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. NEDA undertakes projects relating to the NESB and disability communities.

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

National Ethnic Disability Alliance Inc
Responsible persons' report
30 June 2025

No significant changes in the nature of the Entity's activity occurred during the financial year.

Operating results
The surplus/(deficit) of the Entity amounted to $159,812 (2024: $231,518 deficit).

Review of operations
The result of operations for the year was in line with expectations, reflecting the planned activities and outcomes of the entity.

Significant changes in state of affairs
There have been no significant changes in the state of affairs of the Entity during the year.

Events after the reporting date
No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Entity, the results of those operations, or the state of affairs of the Entity in future financial years.

Auditor's Independence Declaration
The lead auditor's independence declaration in accordance with section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012*, for the year ended 30 June 2025 has been received and can be found on page 36 of the financial report.

Signed in accordance with a resolution of those charged with governance.

Signed by:
Mary-Anne Cosic
64028479593E1E29

Mary-Anne Cosic

President

Dated: 08/10/2025

Signed by:
Youssif Assafiri
199BF8232F0FA148

Youssif Assafiri

Council Member

10/10/2025

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AUDITORS INDEPENDENCE DECLARATION UNDER SECTION 60-40 OF THE AUSTRALIAN CHARITIES AND NOT-FOR-PROFITS COMMISSION ACT 2012

TO THE MEMBERS OF
National Ethnic Disability Alliance Inc

As auditor for the audit of National Ethnic Disability Alliance Inc for the financial year ended 30 June 2025, I declare that, to the best of my knowledge and belief, there have been:

i. no contraventions of the auditor independence requirements as set out in section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012*, in relation to the audit; and

ii. no contravention of any applicable code of professional conduct in relation to the audit

Signed by:
670B67A5B1D7939C

Richard Allen CA
Date: 10/10/2025

Signed by:
Allen Audit and Advisory
F5633590E3A3877A

Allen Audit & Advisory

58 Riverwalk Avenue
Robina QLD 4226

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CHARTERED ACCOUNTANTS AUSTRALIA + NEW ZEALAND

National Ethnic Disability Alliance Inc

Statement of profit or loss and other comprehensive income

For the year ended 30 June 2025

	Note	2025	2024
		$	$
Revenue	5	1,485,364	1,205,742
Finance income		23,335	27,098
Other income		-	10,178
Administrative expenses	6	(250,102)	(252,566)
Employee benefit expenses		(825,118)	(948,575)
Consultants		(188,123)	(207,457)
Finance expenses		(4,058)	-
Insurance		(29,806)	(26,036)
Legal fees		(17,885)	(31,628)
Depreciation expenses		(33,795)	(8,274)
Surplus/(deficit) before income taxes		**159,812**	**(231,518)**
Income tax		-	-
Surplus/(deficit) for the year		159,812	(231,518)
Other comprehensive income, net of income tax			-
Revaluation changes for property, plant and equipment		87,200	
Other comprehensive income for the year, net of tax		87,200	-
Total comprehensive income for the year		247,012	(231,518)

The accompanying notes form part of these financial statements.

National Ethnic Disability Alliance Inc

Statement of financial position As at 30 June 2025

	Note	2025 $	2024 $
Assets			
Current assets			
Cash and cash equivalents	7	1,453,669	1,226,138
Trade and other receivables		109,286	136,258
Other financial assets	8	212,487	202,369
Prepayments		27,499	-
Accrued income		3,599	5,802
Total current assets		**1,806,540**	**1,570,567**
Non-current assets			
Property, plant and equipment	10	682,357	617,208
Total non-current assets		682,357	617,208
Total assets		**2,488,897**	**2,187,775**
Liabilities			
Current liabilities			
Trade and other payables	12	124,901	171,968
Employee benefits	13	26,505	71,553
Contract liabilities	9	146,223	-
Total current liabilities		**297,629**	**243,521**
Total liabilities		**297,629**	**243,521**
Net assets		**2,191,268**	**1,944,254**
Equity			
Retained earnings		2,104,068	1,944,254
Reserves	14	87,200	-
Total equity		**2,191,268**	**1,944,254**

The accompanying notes form part of these financial statements.

National Ethnic Disability Alliance Inc

Statement of changes in equity
For the year ended 30 June 2025

2024	Retained earnings	Revaluation surplus	Total equity
	$	$	$
Opening balance	2,175,772	-	2,175,772
Deficit for the year	(231,518)	-	(231,518)
Closing balance	**1,944,254**	**-**	**1,944,254**

2025	Retained earnings	Revaluation surplus	Total equity
	$	$	$
Opening balance	1,944,254	-	1,944,254
Surplus for the year	159,812	-	159,812
Other comprehensive income	-	87,200	87,200
Closing balance	**2,104,068**	**87,200**	**2,191,268**

Statement of cash flows For the year ended 30 June 2025	2025 $	2024 $
Cash flows from operating activities:		
Receipts from Grants and customers	1,660,761	1,216,623
Payments to suppliers and employees	(1,435,178)	(1,487,169)
Interest received	23,335	27,098
Interest paid	(4,058)	-
Net cash flows from/(used in) operating activities	**244,860**	**(243,448)**
Cash flows from investing activities:		
Purchase of property, plant and equipment	(7,211)	(595,656)
Investment in Term Deposit	(10,118)	(202,369)
Net cash provided by/(used in) investing activities	**17,329**	**798,025**
Net increase/(decrease) in cash and cash equivalents	**227,531**	**(1,041,473)**
Cash and cash equivalents at beginning of year	1,226,138	2,267,611
Cash and cash equivalents at end of financial year	**1,453,669**	**1,226,138**

The accompanying notes form part of these financial statements.

1. Introduction

The financial report covers National Ethnic Disability Alliance Inc as an individual entity. National Ethnic Disability Alliance Inc is a not-for-profit Company, registered and domiciled in Australia at Unit 1/6 Phipps Close Deakin, Australian Capital Territory, Canberra City, ACT, 2600.

The financial report was authorised for issue by those charged with governance on the date of signing report

Comparatives are consistent with prior years, unless otherwise stated.

2. Basis of preparation

In the opinion of those charged with governance, the Company is not a reporting entity since there are unlikely to exist users of the financial statements who are not able to command the preparation of reports tailored so as to satisfy specifically all of their information needs. These special purpose financial statements have been prepared to meet the reporting requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

The financial statements have been prepared in accordance with the recognition and measurement requirements of the Australian Accounting Standards and Accounting Interpretations, and the disclosure requirements of AASB 101 *Presentation of Financial Statements*, AASB 107 *Statement of Cash Flows,* AASB 108 *Accounting Policies, Changes in Accounting Estimates and Errors* and AASB 1054 *Australian Additional Disclosures*.

The financial statements have been prepared on an accruals basis and are based on historical costs modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

Material accounting policy information is consistent with prior reporting periods unless otherwise stated.

3. Material accounting policy information

Revenue

AASB15 - Revenue from Contracts with Customers
Revenue is recognised over time as the service is rendered and performance obligations satisfied.

Where Grant arises from an agreement which is enforceable and contains sufficiently specific performance obligations then the revenue is recognised when control of each performance obligations is satisfied.

AASB 1058 - Income of not-for-profit entities
Other grants such as donations, bequests and funding agreements which are not enforceable and do not contain sufficiently specific performance obligations are recognised at their fair value when the asset is received. These assets are generally cash, but may be property which has been donated or sold to the Company at significantly below its fair value.

3. Material accounting policy information (continued)

Revenue (continued)

Statement of financial position balances relating to revenue recognition

Contract assets and liabilities
Where the amounts billed to customers are based on the achievement of various milestones established in the contract, the amounts recognised as revenue in a given period do not necessarily coincide with the amounts billed to or certified by the customer.

When a performance obligation is satisfied by transferring a promised good or service to the customer before the customer pays consideration or the before payment is due, the Entity presents the contract as a contract asset, unless the Entity's rights to that amount of consideration are unconditional, in which case the Entity recognises a receivable.

When an amount of consideration is received from a customer prior to the

entity transferring a good or service to the customer, the Entity presents the contract as a contract liability.

Other income

Other income is recognised on an accruals basis when the Entity is entitled to it.

Finance Income

It accrues using the effective interest method.

Income tax

The Entity is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997.*

Property, plant and equipment

Each class of property, plant and equipment is carried at cost less, where applicable, any accumulated depreciation and impairment.

Property, plant and equipment is depreciated on a reducing balance basis over the asset's useful life to the Entity, commencing when the asset is ready for use. The management has assessed the depreciation rates for property, plant and equipment as 2.5% and 40%.

Employee benefits

Provision is made for the Entity's liability for employee benefits, those benefits that are expected to be wholly settled within one year have been measured at the amounts expected to be paid when the liability is settled, plus related on-costs.

Adoption of new and revised accounting standards

The Entity has adopted all standards which became effective for the first time at 30 June 2025, the adoption of these standards has not caused any material adjustments to the reported financial position, performance or cash flow of the Entity.

4. Critical accounting estimates and judgements

The Council members make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The significant estimates and judgements made have been described below.

Key estimates - revenue recognition

The application of AASB 15 and AASB 1058 requires management to exercise judgement in determining whether grant agreements are enforceable and contain sufficiently specific performance obligations. It also involves estimating the timing of revenue recognition when obligations are satisfied over time and assessing the amount of revenue to defer and recognise as a contract liability when funding is received in advance of service delivery. These judgements and estimates have been applied in preparing the financial statements, and management considers that they do not result in material misstatements.

5. Revenue and other income

Revenue from continuing operations

	2025 $	2024 $
Provision of services	58,155	29,264
Government revenue (including grants)	1,427,209	1,176,478
	1,485,364	1,205,742

Government grants and other assistance

	2025 $	2024 $
Commonwealth government	**1,427,209**	**1,176,478**

The Entity is dependent on the continued support of the Commonwealth Government, with a significant proportion of its revenue derived from government funding. The ability of the Entity to maintain its operations is contingent upon the ongoing provision of this funding. The Directors and Management have no reason to believe that the government will discontinue its support.

6. Expenses

	2025 $	2024 $
Auditor's remuneration	6,500	14,812
Administrative expenses	97,119	116,093
Board and travel expenses	77,960	73,818
IT expenses	11,626	9,653
Office equipment	11,848	6,864
Utilities	9,095	6,605
Subscriptions and fees	35,954	24,721
	250,102	252,566

7. Cash and cash equivalents

	2025 $	2024 $
Cash at bank	1,453,669	1,226,138

8. Other financial assets

Current	2025 $	2024 $
Term Deposit	212,487	202,369

During the year ended 30 June 2025, the entity reassessed the classification of a term deposit that matured within six months from the reporting date in the prior year. In accordance with AASB 9 *Financial Instruments*, the term deposit has been reclassified from cash and cash equivalents to financial assets. This reclassification has been reflected in the comparative figures for the year ended 30 June 2024 to ensure consistency of presentation.

The effective interest rate on term deposit accounts are 4.15% with an average maturity of 180 days.

9. Contract balances

Current contract liabilities	2025	2024
	$	$
Grant monies received in advance	146,223	-

9. Contract balances (continued)

The balance of unearned revenue includes unexpended amounts relating to two grant funding agreements. These funds were not fully expended during the financial year and remain subject to the terms and conditions of the respective grants agreements. The Association has submitted applications to the relevant departments seeking approval for the rollover of these unexpended into the 2026 financial year. Recognition of the associated revenue will occur in future periods once the applicable performance obligations have been met.

10. Property, plant and equipment

Summary	**2025**	**2024**
	$	**$**
Buildings	662,036	600,656
Plant and equipment		
At cost	30,844	23,633
Less Accum Depreciation	(10,523)	(7,081)
Total Plant and equipment	20,321	16,552
	682,357	617,208

11. Other assets

Current	**2025**	**2024**
	$	**$**
Prepayments	27,499	-
Accrued income	3,599	5,802
	31,098	5,802

12. Trade and other payables

Current	**2025**	**2024**
	$	**$**
Trade payables	31,782	57,501
GST payable	38,114	30,635
Accrued expenses	55,005	83,832
	124,901	171,968

13. Employee benefits		
Current	**$2025**	**$2024**
	$	**$**
Long service leave	3,304	2,387
Annual leave	23,201	69,166
	26,505	71,553

14. Reserves		
	$2025	**$2024**
	$	**$**
Revaluation surplus	87,200	-

Building is measured at fair value, based on periodic, independent valuations, less subsequent depreciation for buildings.

An independent valuation of the property was performed by ANZ Valuations Pty Ltd as on 3 October 2025. The valuation was based on market evidence of similar properties in the area and the income capitalisation approach

15. Contingencies

In the opinion of the council members, the Entity did not have any contingencies at 2025 (2024: None).

16. Related parties

The remuneration paid to key management personnel of the Entity is $237,980 (2024: $299,421).

All non-executive directors perform their duties in a voluntary capacity, and as such, no remuneration was payable nor was any paid to them. While no remuneration is paid, they may receive reimbursement for expenses incurred in carrying out their duties on behalf of the entity.

17. Events occurring after the reporting date

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Entity, the results of those operations, or the state of affairs of the Entity in future financial years.

National Ethnic Disability Alliance Inc
Management committee declaration

The Council members declare that in the Council members' opinion:

- there are reasonable grounds to believe that the registered entity is able to pay all of its debts, as and when they become due and payable; and
- the financial statements and notes satisfy the requirements of the *Australian Charities and Not- for-profits Commission Act 2012*.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profit Commission Regulation 2022*.

Signed by:
Mary-Anne Cosic
64028479593E1E29

Mary-Anne Cosic

President

Dated: 08/10/2025

Signed by:
Youssif Assafiri
199BF8232F0FA148

Youssif Assafiri

Council Member

10/10/2025

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Independent Auditor's Report
To the members of National Ethnic Disability Alliance Inc

Opinion

We have audited the financial report of National Ethnic Disability Alliance Inc (the Entity), which comprises the statement of financial position as at 30 June 2025, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information, and the responsible entities declaration.

In our opinion, the accompanying financial report of National Ethnic Disability Alliance Inc, is in accordance with 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 2025, and of its financial performance for the year then ended; and

b. complying with Australian Accounting Standards to the extent described in Note 2, and Division 60 the *Australian Charities and Not-for-profits Commission Regulations 2022*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibility for the Audit of the Financial Report* section of our report. We are independent of the Entity in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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CHARTERED ACCOUNTANTS
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Other matters

The financial report of the Entity for the year ended 30 June 2024 was audited by Bonsella who expressed an unmodified opinion on that financial report on conducted on 23rd September 2024. Our report is solely based on the procedures we performed during the current financial year.

Emphasis of Matter - Basis of Accounting and Restriction on Distribution

We draw attention to Note 2 of the Financial Statement, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the registered entity's financial reporting responsibilities under the ACNC Act. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of the Responsible Entities for the Financial Report

The responsible entities of the registered entity are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 2 to the financial report is appropriate to meet the requirements of the ACNC Act and the needs of the members. The responsible entities' responsibility also includes such internal control as the responsible entities determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

Responsibilities of the Responsible Entities for the Financial Report (continued)

In preparing the financial report, the responsible entities are responsible for assessing the registered entity's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the responsible entities either intend to liquidate the registered entity or to cease operations, or have no realistic alternative but to do so. The responsible entities are responsible for overseeing the registered entity's financial reporting process.

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CHARTERED ACCOUNTANTS AUSTRALIA + NEW ZEALAND

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: http//www.auasb.gov.au/Home.aspx. This description forms part of the auditor's report.

Independence

We confirm that the independence declaration required by the ACNC Act, which has been given to the responsible entities of National Ethnic Disability Alliance Inc, would be in the same terms if given to the responsible entities as at the time of this auditor's report.

Signed by:
670B67A5B1D7939C

Richard Allen CA
Date: 10/10/2025

Signed by:
Allen Audit and Advisory
F5633590E3A3877A

Allen Audit & Advisory

58 Riverwalk Avenue
Robina QLD 4226

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CHARTERED ACCOUNTANTS
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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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