



ethni

ANNUAL
REPORT

2019





message FROM KIM

2019 has been our second year of Ethni, and what a year it's been! We have now delivered 1823 cultural experiences to children and young people in our communities as part of our aim to celebrate diversity and foster intercultural understanding. We have provided training, work experience and development programs for 68 young women from culturally diverse backgrounds as we inspire stronger, more confident and resilient young women to lead the way. We have also now created 12 employment opportunities to young women so they can become more connected and contributing members of their communities.

At the start of 2019, we made the transition into being a non-profit social enterprise. We brought on an amazing Board of skilled professionals passionate about this space, including one of our own young women who takes the place on our Board as the Youth Representative - having a voice for all the young women within Ethni and the broader community.

As the first two years of Ethni comes to a close, I reflect back and find I am most proud of the safe space Ethni has become for both our participants and young women alike. It fills me with joy to know that even though 8 of the 12 young women we've worked with have been able to go on to other part and full time employment as a result of their time with us, they still stay involved as facilitators and mentors as Ethni has become a place they feel a sense of belonging, a connection with other young women and a platform for them to have a voice. Knowing we have become much more than just an employment pathway, we go into 2020 ready to review and refine our core services and activities to ensure we are meeting the needs of our young women and communities in a purposeful, sustainable and meaningful way.

kim

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IN 2019 WE DELIVERED...

1043
CREATIVE
EXPERIENCES

STRATEGIC PILLAR 1

Celebrate cultural diversity through fun and creative experiences for children and young people.

1823
SINCE 2018

40
INSPIRED
FUTURES

STRATEGIC PILLAR 2

Inspire the potential in young women from CALD backgrounds.

68
SINCE 2018

9
YOUNG WOMEN
EMPLOYED

STRATEGIC PILLAR 3

Build a strong, skilled and diverse team to grow Ethni.

12
SINCE 2018



St Francis College Arts Fest Performance

CULTURAL EXPERIENCES

One of the biggest highlights of 2019 was the delivery of five Cultural Arts Program across three schools in Logan - Woodridge SHS, Marsden SS and St Francis College. These programs saw over 100 children from 23 different cultures take part, having the chance to engage in different cultural arts activities, such as, henna, African drumming, Polynesian dance and more. Senior students from their school also joined the program as assistant facilitators to support the children in the program, share their own cultures and be positive role models. These programs were funded by Access Community Services and Logan City Council.

One major highlight was the participation of the junior and senior students St Francis College participating in a dance together at their annual Arts Fest.

2019 also saw a rise in the number and variety of workshops delivered by the Ethni team. From school holiday workshops and cultural awareness workshops at schools to corporate celebrations and International Cafe events, we were able to increase cultural understanding for a diverse range of community groups across Brisbane and the Gold Coast.

HIGHLIGHTS





“Many thanks again for providing the drumming activity for the party on the weekend. The parents were quite impressed with your professionalism and the way you took the time to engage with all of the kids. The activity was something unique and educational and lots of fun!”
JEMIMA



“The thing I enjoyed most about the Cultural Arts Program was that we could talk about cultures with our friends that are from a different culture than you.”
MATILDA
ST FRANCIS



Not only was the Ethni Henna Workshop a true pleasure to partake in but it also provided insight on the perspectives of immigrants, asylum seekers and refugees. These topics were discussed throughout the workshop and the stories that were told were awe-inspiring and impressive. I thoroughly enjoyed how the ladies organised the workshop and tried to let everyone experience a part of their culture. They were super sweet, kind and approachable and didn't get annoyed or mad when I completely screwed up my henna piping bag. This was an amazing experience and I would highly recommend that when given the opportunity too, you should participate in it.

SASHA (YEAR 9) - STUARTHOLME SCHOOL, BRISBANE



INSPIRED FUTURES

This year there was a strong focus on providing training, work experience and employment pathways for young women from culturally diverse backgrounds through our Inspire programs. We worked with 40 more young women through a variety of school-based or community-based training and work experience programs.

FACILITATOR TRAINING PROGRAM

We further developed and increased the reach of our flagship Inspire Program - our Facilitator Training Program. We developed a stronger training framework and refined and built on the existing content, including implementing modules and assessment units that combined both theory and practical aspects to enhance learning and understanding.

We delivered Stage One 'Inspiring Role Models' of our Facilitator Training Program to three high schools in Logan - Woodridge SHS, Marsden SHS and St Francis College. Through these programs we engaged 35 young women representing 22 different ethnicities and cultures.



ENGAGED
35
YOUNG
WOMEN

FROM
22
CULTURES &
ETHNICITIES

Based on surveys,
100% of all senior students
engaged in the Facilitator
Training Programs at Marsden
and St Francis College reported
**feeling more confident in a
role model or leadership role**
as a result of their training and
being involved in
the program.





OUR TEAM

Our small, but passionate team of facilitators doubled in 2019, with Ethni providing nine new young women employment opportunities. Our team represents all walks of life and come from all corners of the globe, from Somalia, Nigeria and Iran to New Zealand, Samoa and Sri Lanka. We are proud of our team's diversity and the different knowledge, passions and life experiences we each bring to the table.

Since 2018, we have provided employment for 12 young women from culturally diverse backgrounds, of which eight have gone on to other part or full time work after gaining crucial training and work experience with Ethni. This highlights the strength in our model to provide a stepping stone for young women into the work force so they can become connected and contributing members of their communities.

In 2019, we introduced 'Passion Projects', which provided our team an opportunity to develop their own programs and projects based on their passions or the needs they saw in their communities. We are proud to say two of these projects have been funded and will be implemented in 2020.

SINCE 2018



NASTEHO'S STORY

My name is Nasteho Mukhtar, I started volunteering for Ethni, when I was in Year 12 from 2018 up to now.

I been fortunate enough to have had and still have this wonderful opportunity to work with Ethni. Due to the fact that volunteering with Ethni has given me chance to feel like I belong and my voice and story matter. Whilst meeting so many other wonderful young whom I have connected with and inspire me to do better.

Not only has Ethni helped me feel heard and cared for but it has shown various ways I can give back to the community whilst encouraging us young women about the importance of sisterhood and education.

My experience and training with Ethni also played a humongous role in landing me a traineeship after leaving Year 12 with the QLD State Government which I am so grateful for.

Ethni has supported me to be a positive employee. It's hard to feel grumpy about starting a new week when the colleague sitting next to you does everything with a smile on their face and that's what the girls at Ethni did for me. So I take that with me to my traineeship everyday - an opportunity that I am developing and learning so much from.

nasteho

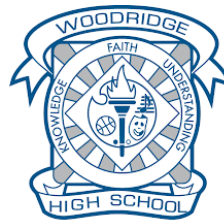
Nasteho (or lovingly known as 'Nas') started her journey with Ethni after we met her at a youth event we were apart of with MDA and QPASTT. Nas has worked with us a facilitator, but will be taking on a greater role in 2020 as a Youth Representative on our Board and helping to launch new programs supporting the health and well-being of young women from CALD backgrounds.



2019 PARTNERS

We were incredibly lucky to have a number of funding and program partners in 2019 that made our work fostering inter-cultural understanding and providing training and employment pathways for young women possible.

PROGRAM PARTNERS



FUNDING PARTNERS AND DONORS





FINANCIAL REPORTS 2019



ETHNI
INCOME AND EXPENDITURE STATEMENT
FOR THE PERIOD ENDED 31/12/2019

INCOME	Note	1/01/2019 - 31/12/2019
General Income		
Sales		\$9,183.20
Grants and Donations		\$8,280.00
GROSS PROFIT		<u>\$17,463.20</u>
EXPENDITURE		
Operations		
Finance		\$72.00
Insurance		\$702.21
Equipment		\$39.92
IT & Phone		\$846.30
Office & Stationary		\$48.48
Vehicle		\$0.00
Misc		\$32.60
		\$1,741.51
Activities		
Materials		\$1,955.33
General Expenses		\$0.00
Venue Hire		\$164.00
		\$2,119.33
Communications and Marketing		
Print		\$0.00
Online		\$196.68
Advertising		\$21.00
Markets and Events		\$80.00
		\$297.68
Staffing and Volunteers		
Wages and Salaries		\$9,261.11
Superannuation		\$103.74
Volunteer Expenses		\$0.00
Uniforms		\$585.20
Recruitment		\$0.00
Training and Prof Dev		\$148.05
		<u>\$10,098.10</u>
TOTAL EXPENDITURE		<u>\$14,256.62</u>
NET PROFIT/DEFICIT		<u>\$3,206.58</u>

BALANCE SHEET
FOR THE PERIOD ENDED 31/12/2019

OPENING MEMBERS FUNDS	\$0.00
NET PROFIT/DEFICIT	\$3,206.58
CLOSING MEMBER FUNDS	<u>\$3,206.58</u>
REPRESENTED BY:	
Cash	
Transaction Account	\$3,206.52
Savings Account	\$0.06
	<u>\$3,206.58</u>