

DRAFT FOR CONSULTATION

Victorian African Communities Action Plan

Investing over the long-term | 2018-2030

Creating inclusive and sustainable social and economic opportunities for all African Victorians



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Accessibility

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

Contents

1	Preface	4
2	Everyone's Unique Journey	5
3	The Journey Ahead	6
4	A Strategy for all African Victorians	7
	<i>Figure 1: Principles underpinning the African Communities Action Plan</i>	
5	Priorities for Immediate Effort and Sustained Reform	8
	<i>Figure 2: Goals, Outcomes and Strategic Actions at a Glance</i>	
6	How the Strategy Fits Together	9
	<i>Figure 3: Strategy at a Glance</i>	
GOALS AND ACTIONS		
7	1 Economic Prosperity	10
	2 Employment and Training	11
	3 Education	13
	4 Empowerment and Participation	15
	5 Engagement and Access	17
ACTIONS COMMON TO ALL GOALS		
8	Sustainable Change and Accountability	19
APPENDIX		
	Summary of Issues	20
LIST OF TABLES		
1	Victoria: Persons born in African countries, 2016 and 2011 Census	22
2	Victoria: Persons born in African countries by year of arrival, 2016 Census	23
3	Victoria: Top 20 African Countries of Birth by Migration Stream arriving between 01/01/1997 and 01/01/2017	24
4	Victoria: Persons born in selected African countries by age groups, 2016 Census	25
5	Victoria: Persons born in selected African countries by gender, 2016 Census	26
6	Victoria: Persons born in selected African countries by religion, 2016 Census	27
7	Victoria: African ancestries, total responses, 2016 Census	28

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Preface

In 2016, the Victorian Government convened the African Ministerial Working Group (AMWG), which is a body of 22 leaders and professionals who directly engage with the Government on issues affecting African Victorians.

The AMWG is leading the development of the first African Communities Action Plan, which is a long-term strategy that proposes community-designed solutions to address recurring and well-understood issues.

It aims to create inclusive and sustainable economic and social opportunities for Victorians of African heritage.

The content of this Action Plan has been informed by ongoing community discussions, the first-hand knowledge and expertise of AMWG members and invited contributors with over decades of experience. It has been developed through a series of workshops, planning sessions, meetings and teleconferences.

Other information sources, including a community survey, community papers and previous Victorian Government consultations, have assisted to inform its development.

The AMWG strongly welcomes this opportunity for broader feedback on the Action Plan through the circulation of this *Draft for Consultation*.

Thank you

Everyone's Unique Journey

From an elder's perspective...

Africa as a continent is not well-known among many Australians.

While Australia is the sixth largest country after Russia, Canada, China, the United States and Brazil, Africa's land mass would swallow up China, India, the United States and most of Europe combined. It is the second largest continent after Eurasia. Africa is a vast continent with rich diversity.

Africans have further added to the rich Victorian diversity of peoples, cultures, talents and skills while also maintaining links with the African continent. Whilst African Victorians understand their subtle internal diversities, other Victorians may not be aware or clear of them. People across the 54 African states have diverse ethnicities, cultures, and multiple languages, including those of major European colonisers or their creoles. There are also continent-wide cultural practices and values, such as respect for elders and the central place of family.

The journey of African people to Australia has been varied. During the White Australia policy until mid-1970s, inflows from Africa were largely non-indigenous people leaving former settler and extractive colonies. During this period small numbers of black African students also started coming to Australia, bringing about awareness of Africa, and its social and political circumstances.

After the White Australia policy, knowledge of Africa grew further in Australia and larger inflows of black Africans also started, as a result of conflicts and major climatic disasters in some countries during the 1990s in north, east and central Africa. Another major inflow of black Africans occurred in the mid-2000s from north, west and east African regions which were again experiencing conflict. Many people from war-ravaged countries were uprooted from their homes and forced to relocate. Many people among this group have experienced greater social and economic disadvantage than other black Africans who came to Australia voluntarily.

Besides those who have come on humanitarian visas, many highly educated black Africans, as well as non-indigenous Africans, have made their way to Australia as skilled migrants. In fact, there are more professional and managerial Africans than those of lower skill levels. The economic success of skilled Africans has positioned them well to participate, having integrated into Victorian society with minimal issues.

There is also a growing number of the younger generation that is Australian born or born in transit countries and are growing up in Australia. They are fluent English speakers, and have different experiences compared to their parents. They may either not remember or not know Africa at all; theirs is an ancestral connection with Africa.

Across the Western world, mainstream news reporting has characteristically represented Africa as a place of conflict, poverty and disease. While these issues have indeed had their share in causing discomfort and misery to many Africans, which is one side of the story, the brighter side remains largely unknown. As such, some African Victorians in the broader Victorian psyche may feel like they need to "prove" themselves again and again. Africans are not only beneficiaries. They contribute to Victoria with their many gifts of the head, heart, and hands to our great state, which they have made their home as have other non-indigenous people.

Victoria is a state built on the success of its immigrants. As each wave of migrants reaches these shores, opportunities are provided for every Victorian to find happiness and achieve what they desire.

The Journey Ahead

From a young person's perspective...

For many young people of African heritage, we live in Victoria with open eyes and eager spirits, ready to create a new and prosperous life for our families. We understand the many privileges offered in Victoria including relative safety, freedom of speech, accessible education, and the ability to innovate and be enterprising.

Similar to other waves of migration, our communities' integration into Victoria has presented some challenges, particularly for our young people who must balance cultural expectations while concurrently creating a unique African Victorian identity as a diaspora community.

The African Communities Action Plan (the Action Plan) recognises that the key to building wellbeing and empowerment in our community is by ensuring that each person knows how to access the opportunities and make the connections they need to prosper and find happiness.

Acknowledging this is a long-term strategy, young people understand that this change can take time.

However, our future is created by what we act upon today, not tomorrow. As such, collective investment by government, industry, service providers and the African Victorian community now will create a flourishing, empowered and connected African Victorian community into the future.

The Action Plan is important because it enables youth voices to be heard.

A young person's thoughts about...

Economic Prosperity

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

Employment and Training

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

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

Engagement and Access

Engagement and access is important for young people. Too often our voice has been neglected or articulated from an elder's perspective.

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

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

Empowerment and Participation

This Action Plan values the voice of young people and acknowledges that knowledge enables greater agency to determine their future.

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

Education

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

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

A Strategy for all African Victorians

There is an African saying that, ‘it is the child that cries the loudest that gets fed’. Unlike this saying, this strategy aims to uplift all African Victorians.

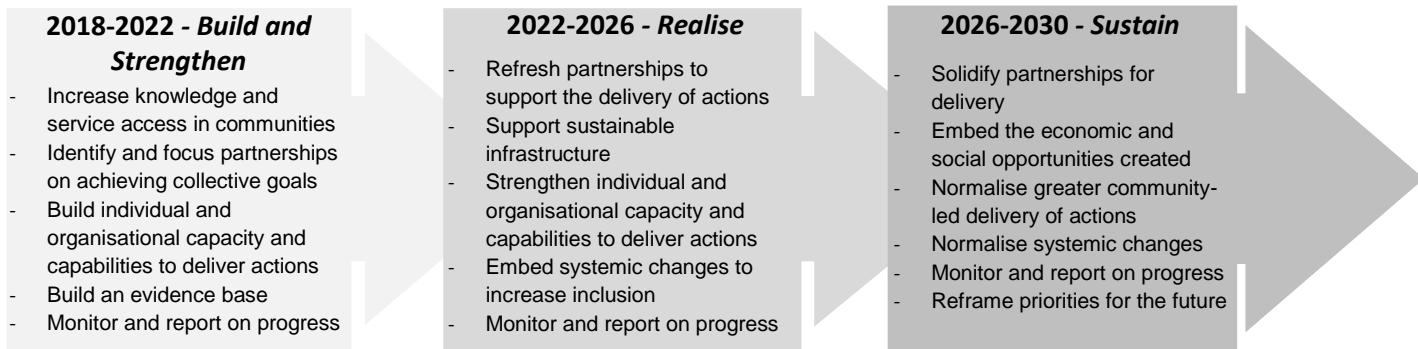
Africans have lived in Victoria for decades, if not centuries. In 2016, around 94,000 Victorians were born in 51 of the 54 African countries, with more than five religions and 65 ancestries between them. A growing number of people of African heritage are born in Australia.

The vast majority of people across African communities are largely self-reliant but need support to grow as members of the Victorian community. Some people among a smaller number of less than 20,000 people, most of who moved to Australia due to war and persecution, are experiencing greater disadvantage.

The Action Plan is a strategic initiative that will create tangible opportunities for all African Victorians across five critical goals. It is underpinned by a spirit of co-design, co-delivery and co-review.

This strategy calls for implementation in three stages over 12 years. It will require significant investment, both financial and in-kind, from partners to deliver the actions.

The vision is to uplift everyone – to create inclusive and sustainable social and economic opportunities for all African Victorians



The four key principles outlined at Figure 1 will underpin the strategy and support the delivery of each goal.

Real progress over the long term will require planning, commitment, collaboration, the use of existing community assets and government service infrastructure, adequate resources, strong governance and accountability.

Figure 1: Principles underpinning the African Communities Action Plan

Use strengths	<ul style="list-style-type: none"> • African Victorians know their communities and know how to support them; use each person’s assets or strengths to support change • Use existing mechanisms and service infrastructure to support change
Be accountable	<ul style="list-style-type: none"> • Build strong foundations to support systemic change • Measure progress; make results more visible to communities • Partner with communities in co-review and co-evaluation
Work in partnership	<ul style="list-style-type: none"> • Increase connections between communities – share knowledge and skills • Support partnerships between communities, governments and other sectors to drive coordinated delivery and accountability • Nurture partnerships with diaspora and home countries
Focus on long-term and sustainable change	<ul style="list-style-type: none"> • Gain commitment from all sides of politics to support long-term delivery • Support measures that are community-led • Build sustainable capacity and capabilities across communities • Shift cultural and personal perspectives that disrupt progress

Priorities for Immediate Effort and Sustained Reform

This Action Plan sets out a new approach to respond to recurring issues that affect communities. It seeks to address all issues experienced by everyone, at the same time, over the long-term.

It proposes a set of community-led, tailored responses that account for common needs across diverse groups.

The five goals seek to create inclusive and sustainable economic and social opportunities to increase wellbeing.

Figure 2: Goals, Outcomes and Strategic Actions at a Glance

Goals	Outcomes	Strategic Actions
Economic Prosperity <i>Grow African Victorian innovation, enterprise and investment</i>	<ul style="list-style-type: none"> – Greater discretionary income and wealth – Economically self-reliant – Growth in the number of profitable businesses across all industry sectors of the economy – Create strong and direct links with the corporate sector 	<ul style="list-style-type: none"> – Promote business creation, growth and competitiveness across industries – Support entrepreneurialism and innovation – Showcase African Victorian businesses – Facilitate direct partnerships with business and industry sectors
Employment and Training <i>Build career aspirations and opportunities for across the economy</i>	<ul style="list-style-type: none"> – Growth in African Victorians with sustainable careers that align with interests, qualifications and skills – Growth in people holding executive positions across sectors – More isolated, excluded and long-term unemployed people are effectively supported to re-enter workforce 	<ul style="list-style-type: none"> – Expand targeted training and employment opportunities for all jobseekers – Target assistance to improve job readiness in line with qualifications and skills – Better support people with overseas skills and qualifications to get at-level jobs – Empower school leavers and recent graduates to compete effectively in the labour market – Promote recruitment, retention and upwards mobility across sectors – Create more employment outcomes through direct partnerships across sectors
Education <i>Build strong learning foundations and support African Victorians to reach their full potential</i>	<ul style="list-style-type: none"> – Children and young people have a sense of self and belonging – Each student is nurtured to reach their full potential – Families are connected to their school and are involved learners – Parents actively support their children to learn and grow 	<ul style="list-style-type: none"> – Foster connection to education – Strengthen early childhood education – Support sustainable before and after school programs – Better support school age children and young people to reach their full potential – Improve adult education and learning
Empowerment and Participation <i>Foster leadership, social inclusion and agency</i>	<ul style="list-style-type: none"> – Youth are proud and empowered – Communities are connected, collectively stronger and valued – African Victorians work together to prioritise and plan for their future – Women are respected – Increased contribution through modern skills and knowledge 	<ul style="list-style-type: none"> – Foster youth leadership, agency, connection and social wellbeing – Create stronger and more respectful families – Build stronger communities through greater connections and understanding – Elevate more African Victorians as partners, influencers and leaders
Engagement and Access <i>Encourage active and healthy African Victorian communities and families</i>	<ul style="list-style-type: none"> – Communities and families are engaged, healthy and resilient – Greater agency to determine their future – Ability to access the services and support needed 	<ul style="list-style-type: none"> – Improve access to critical services – Reduce family violence and increase respectful relationships – Better support young people at risk – Better support people in the justice system

Each goal includes strategic actions that will deliver the outcomes. Each action will be delivered by new or existing initiatives. The Action Plan does not specify the initiatives that will support implementation, however, as they require planning and further broad consultation.

How the Strategy Fits Together

Figure 3 explains how all the elements of the strategy fit together.

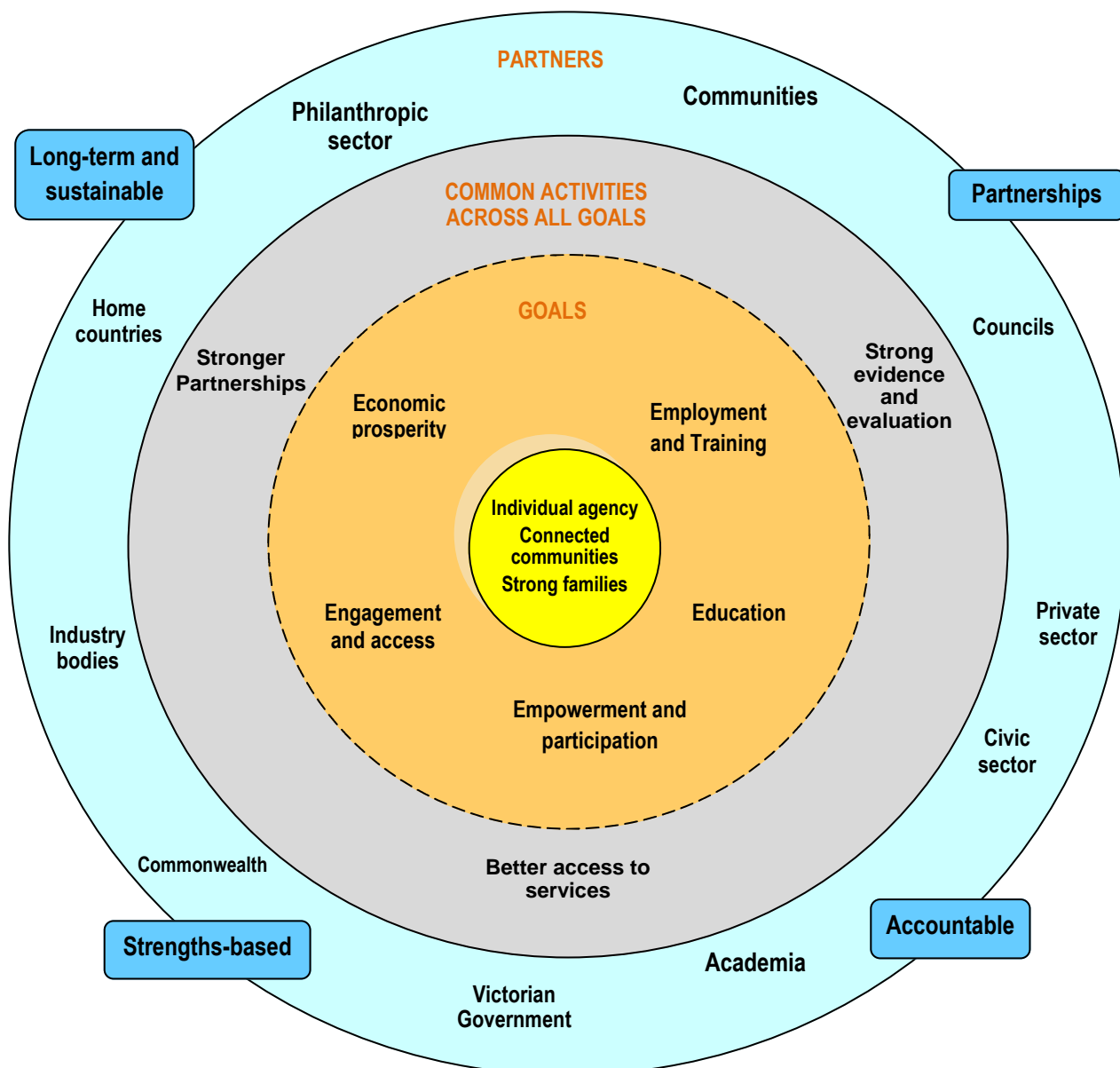
The focus of the Action Plan, at the centre of the strategy, is the individual, families and communities.

The five goals will be delivered through a range of community-designed actions.

The four underpinning principles will focus implementation.

The Action Plan also recognises that successful implementation can only be achieved through a whole of community, whole of government and cross sectoral approach. African Victorians will be partners in taking action. It seeks to tap into the existing expertise, knowledge and know-how of each African Victorian, while over time building new capacity and capabilities, to deliver the actions. Many stakeholders across sectors have a responsibility to support actions that lift the productivity, participation and contribution of all African Victorians.

Figure 3: Strategy at a Glance



Goal 1 Economic Prosperity

Economic prosperity plays a vital role in the life of a nation or any identifiable community within a nation.

African Victorians are hard-working, daring and resilient. Many people make valuable contributions to Victoria's diverse and thriving economy as employees, employers, business owners, managers and volunteers.

This goal aims to lift the economic prosperity of people who want to start their own business or grow an established business. The actions have a strong focus on establishing new partnerships including between successful business owners of African heritage and those who aspire to enter markets.

Goal	Strategic actions that will deliver this goal
Economic Prosperity: <i>Grow African Victorian innovation, enterprise and investment</i>	<ol style="list-style-type: none"> Promote African Victorian business creation, growth and competitiveness across industries Support African Victorian entrepreneurialism and innovation Showcase African Victorian businesses Facilitate direct partnerships with business and industry sectors

Specific actions to achieve Goal 1

1. Promote business creation, growth and competitiveness across industries

- Support existing businesses in a meaningful way through the launch, operation or expansion of business through social procurement, training, mentorship and co-working spaces
- Facilitate market entry for African businesses so that they can compete effectively
- Support small businesses to become medium to large businesses
- Improve access to small business and social enterprise finance opportunities
- Include African and culturally diverse communities in social procurement policies
- Increase diverse communities' access to Victorian Government procurement
- Support community start-ups, particularly by youth and women, to enter the global market

2. Support African Victorian entrepreneurialism and innovation

- Establish an entrepreneurs program that uses innovation to foster the talents of unemployed or low skilled jobseekers, particularly disengaged, isolated or excluded women and youth
- Promote co-working spaces for entrepreneurs to share knowledge and build capacity
- Help creative artists to become market ready, including through social enterprise

3. Showcase African Victorian businesses

- Establish role models of successful African Victorian business owners and facilitate opportunities to lead and mentor people from other African communities

4. Facilitate direct partnerships with business and industry sectors

- Implement a strategy to support owners and operators to maximise revenue and stay in business through stronger partnerships
- Connect African Victorian business owners with other businesses
- Increase African Victorian representation on industry boards and committees
- Create a network of African Victorian business owners to encourage referrals and reflective practice
- Co-design a model to link start-ups from the African community into supportive start-up ecosystems, particularly through government and private sectors
- Share professional knowledge and build business capacity through study tours, information, knowledge and best practice sharing platforms

A young person's perspective...

Young African business owners, whose understanding of the Australian and international business world differs from the older generation, need access to different training packages.

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

We need to increase our knowledge of business in Africa and support economic relationships with the African continent.

Goal 2 Employment and Training

Employment is the most important priority for many people across communities. It is commonly known that when economic wellbeing increases, other areas of life fall more easily into place.

This goal supports the vision that every Victorian, regardless of their background, has equal opportunity to gain employment in line with their qualifications, skills and aspirations.

Goal	Strategic actions that will deliver this goal
Employment and Training: <i>Build career aspirations and opportunities for African Victorians across the economy</i>	<ol style="list-style-type: none"> 1. Expand targeted training and employment opportunities for all jobseekers 2. Target assistance to improve job readiness in line with qualifications and skills 3. Better support people with overseas skills and qualifications to get at-level jobs 4. Empower school leavers and recent graduates to compete effectively in the labour market 5. Promote recruitment, retention and upwards mobility across sectors 6. Create more employment outcomes through direct partnerships across sectors

Specific actions to achieve Goal 2

1. Expand targeted training and employment opportunities for all jobseekers

- Increase support for African Victorians to gain meaningful work experience across sectors by:
 - encouraging and supporting African Victorians to join the VPS at all levels
 - implementing an ongoing VPS-wide work experience program for African Victorians
 - facilitating access to paid and supported work experience opportunities across sectors, such as the *African Australian Inclusion Program*
- Support communities to enter VPS and government supported traineeships, cadetships, internships and apprenticeships
- Increase knowledge of and access to quality training courses that meet changing labour markets demands and pipelines
- Work with training providers and industry bodies to design targeted training programs that meet local labour markets and growth areas
- Better resource and coordinate the provision of flexible English language training, including for workplace contexts
- Review and adopt international best practice to encourage adult African Victorians from non-English speaking backgrounds to transition to employment

2. Target assistance to improve job readiness in line with qualifications and skills

- Review and tailor existing Victorian Government employment programs to ensure services are accessible, tailored to needs and aspirations, culturally competent and better connected to communities, such as through a network of African Victorian liaison officers linked to funded services
- Build the capacity of African organisations and groups to support jobseekers
- Pilot innovative and community-led initiatives to support jobseekers
- Partner with the Commonwealth and councils to improve the effectiveness of employment programs and services for African Victorians

3. Better support people with overseas qualifications and skills to get at-level jobs

- Work with industry, higher education and relevant authorities to:
 - provide work experience opportunities to people with overseas skills and qualifications
 - reduce the cost, complexity of and barriers to skills recognition
- Improve the coordination and accessibility of information about skills and qualifications recognition processes for African Victorians

4. Empower early school leavers and recent graduates to compete effectively

- Better support the career aspirations of early school leavers and graduates through clear and targeted guidance about pathways
- Support at risk young people through holistic, early intervention programs that increase knowledge, skills and meaningful work experience
- Motivate and support engaged youth through tailored employment and development opportunities, such as:
 - scholarships and development opportunities to pursue creative and sporting careers
 - needs and activity-based mentoring and leadership courses that expand networks
 - supported work experience opportunities
- Promote role models for youth across industries

5. Promote recruitment, retention and upwards mobility across sectors

- Expand inclusive recruitment, retention and upwards mobility strategies for African Victorians across sectors, particularly within the Victorian Public Sector
- Fund coordinated and tailored cultural awareness training for employees and employers
- Encourage retention of African Victorians in the workforce through the provision of post-employment support to employees and employers
- Improve communities' knowledge of employment rights and obligations, and where to seek support if they feel that they are being exploited or at a disadvantage

IDEA

Community-led, holistic employment support to job seekers by providing:

- coordinated points of information and advice
- culturally sensitive advocacy and casework
 - additional support to become job ready
- referrals to mainstream employment services
 - workplace culture training
- cultural capability training for employers

6. Create employment outcomes through direct partnerships across sectors

- Public and corporate sectors should lead the way in affirmative action to support African Victorians to access careers at all levels
- Create incentives for the recruitment and retention of African Victorians, particularly in areas of labour shortage
- Prioritise opportunities for African Victorian jobseekers to network and build rapport with potential employers
- In partnership with the business sector, promote the economic and social benefits of employing African Victorians across sectors by:
 - fostering champions of workforce diversity among industry, large corporations and peak bodies
 - supporting market-driven initiatives to increase inclusiveness of employers toward African Victorians
- Coordinate engagement with business that leads to direct employment outcomes, such as projects that establish innovative partnerships between communities, the Vocational Education and Training sector, the higher education sector, and employment services
- Publicly recognise employers who are champions of workforce diversity

A young person's perspective...

Lack of work experience and life skills are two of the biggest barriers for young people.

Governments have previously supported African community organisations to provide employment support yet very little outcomes have been achieved. Community hubs should partner with established Government-funded employment services and have governance boards accountable to community and government.

Socialisation with other community groups is important in the workforce. Having African specific services can isolate our communities.

Goal 3 Education

Education is the most powerful weapon which you can use to change the world (Nelson Mandela)

Education, skills and qualifications are key enablers to gaining a job, securing financial independence, and building wealth and economic security. The life course of a young person is strongly influenced by one's family, by teachers who are genuinely supportive and by schools that listen to and involve all families and students.

This goal seeks to improve the connection that families and children have with education, and to strengthen the learning foundations and the learning growth of all African Victorian children and young people.

Goal	Strategic actions that will deliver this goal
<p>Education: <i>Build strong learning foundations and support African Victorians to reach their full potential</i></p>	<ol style="list-style-type: none"> 1. Foster connection to educational institutions by building trust and inclusive practices 2. Strengthen early childhood education outcomes, including by supporting parents to ensure pre-schoolers are school ready 3. Support sustainable before and after school programs to promote school retention, meaningful engagement and learning growth 4. Better support school-age children and young people to achieve their full potential through flexible, needs based and culturally appropriate practices 5. Improve adult education and learning

Specific actions to achieve Goal 3

1. Foster connection to education

- Inquire into discrimination in government schools and improve inclusion plans
- Improve dialogue between schools, young people and families, such as by:
 - the Department of Education and Training conducting regular information sessions for parents to help familiarise them with the Australian education system, and their rights and responsibilities
- Ensure complaints and feedback mechanisms at all levels are accessible and effective
- Provide annual professional development cultural competency and human rights training for staff
- Support staff to implement effective cross-cultural teaching strategies and trauma informed behavioural management
- Always engage parents in decisions regarding children, particularly when involving specific counselling or disciplinary plan programs
- Provide qualified interpreters in every parent and school meeting to assist parents with limited English proficiency, and ensure parents understand every document before signing
- Improve families' connection to school through community-led initiatives, such as:
 - parent-school liaison programs that involve regular meetings between schools and parents to discuss outstanding issues
 - community liaison or outreach officers to work directly with African youth and reconnect them to schools, jobs and training opportunities
 - parents' networking programs

2. Strengthen early childhood education

- Improve early childhood education outcomes for African Victorian children and support families to foster a good home learning environment
- Implement strategies to ensure all early childhood settings used by African Victorian children meet national quality standards
- Work with local councils and the early childhood sector to improve engagement and understanding between providers, parents and families
- Implement parenting programs that reinforce the value of early childhood education and the parents' role in supporting school readiness
- Implement early childhood education centre business plans that are inclusive of other cultures and communities

3. Support sustainable before and after school programs

- Implement sustainable and broadly accessible before and after school programs, especially for young people experiencing hardship
- Support the sustainability and effectiveness of local homework clubs, including through increased funding to reduce reliance on volunteers
- Review and tailor outreach support for students who are at risk (such as cognitively deficient, isolated or disengaged from school) to ensure services are:
 - accessible
 - tailored to individual needs
 - culturally competent

4. Better support school age children and young people to reach their full potential

- Review and tailor school-based support policies and services to ensure they meet individual needs, including by:
 - collecting and analysing quantitative data
 - engaging directly with students and families to understand needs
 - involving families in service re-design
- Provide extra support to students who are developmentally behind peers, particularly newly arrived children and young people by:
 - enabling the enrolment of students into school year levels that equate to their educational development, not their age
 - providing early, tailored and intensive support at school, such as through culturally competent teacher aides
- Ensure access to Multicultural Education Aides is based on need and coordinate a network to share best practice among schools
- Review the structure and delivery English as an Additional Language (EAL) funding to ensure it supports needs; draw out best practice models
- Ensure students are supported to pursue their career goals by:
 - supporting students to understand career options and how completing VCE or VCAL aligns with career aspirations
 - providing equal support to pursue scored VCE or VCAL in line with interests
- Review and tailor support to early school leavers

5. Improve adult education and learning

- Support and expand holistic adult learning programs that assist African Victorians to become adaptable and resilient in new environments

A young person's perspective...

Cultural diversity training for teachers should be delivered by African community members and provide a holistic understanding of the issues young people face.

Schools need to be more inclusive of our cultures - hair, food, cultural understanding and cultural norms. There have been too many incidents where young people have been penalised for expressing their culture at schools.

Careers are not casual jobs. To give young Africans the same opportunities as other Victorians, we need career councillors to support our young people to work towards entering their dream career field.

Young people acknowledge homework programs and after school programs currently exist. Rather than recreate new programs, we need to promote and adequately fund existing services, such as Sudanese Australian Integrated Learning.

Goal 4 Empowerment and Participation

African families of all backgrounds continue to experience social and cultural identity crises. While mainstream media reporting often does great damage, the first stumbling blocks upon arrival are the sudden personal enlightenment of being different, being confronted by acts of micro-aggression and trying to navigate being different in this unfamiliar environment. This confusion, coupled with a lack of sufficient and holistic resettlement programs, has led to despair and hopelessness among many people, which manifests itself through social vices.

This goal seeks to build the capacity and leadership capabilities of African communities, and to empower them – particularly young people – to adequately articulate concerns and contribute to designing effective solutions. It seeks to empower and increase the participation of all African Victorians, irrespective of gender, age, religion, sexual orientation, ethnicity, proximity and disability, and to support the cohesion of families and communities.

Goal	Strategic actions that will deliver this goal
Empowerment and Participation: <i>Foster the leadership, social inclusion and agency of African Victorians</i>	<ol style="list-style-type: none"> 1. Foster youth leadership, agency, connection and social wellbeing 2. Create stronger and more respectful families 3. Build stronger communities through greater connections and understanding across diverse groups 4. Elevate more African Victorians as partners, influencers and leaders

Specific actions to achieve Goal 4

1. Foster youth leadership, agency, connection and social wellbeing

- Give youth of all backgrounds and circumstances platforms to be heard
- Help youth connect, such as through state wide youth councils, youth-led conferences or events
- Across all sectors, build the capacity of youth and give them opportunities to lead
- Tailor and expand activity-based leadership and mentoring programs for young people
- Create pathways for youth, particularly girls and young women, to play and excel in sport through increased accessibility and scholarships
- Increase support for youth-led initiatives in the creative industries, such as through scholarships or development opportunities
- Support youth to reduce culture shock
- Review and increase access to government owned infrastructure, such as council and school facilities, to run youth-led activities and events
- Better engage and connect youth to government through structured development programs

A young person's perspective...

We do not want to lose what makes us African but also want to feel as Australian as any other.

To support young people develop strong cultural identities we must provide opportunities to see positive representations of Victorians of African descent. This can be achieved by providing education workshops and incorporating our history in the education curriculum.

Co-located services are not a priority for young people as we are now better connected to community via technology.

2. Create stronger and more respectful families

- Target support to young people who are without or isolated from parents
- Improve access to English language training for women, particularly those with children or who are isolated
- Support communities and families to have respectful relationships, including through tailored psycho-social programs
- Support parents who are struggling to access available services and community supports
- Expand women's empowerment programs, particularly for Muslim young women
- Bring communities together to talk openly about issues such as gender equality, mental health, LGBTI and youth crime
- Support men to change perspectives, such as through culturally appropriate Men's Behavioural Change programs or men's sheds
- Help families – youth, parents and grandparents – to connect and enjoy experiences that broaden role structures and help to resolve conflict
- Support community-run parenting programs on issues, such as youth culture, drugs, alcohol, teen pregnancy, mental health and LGBTI
- Support alternative dispute resolution pathways that help communities and families resolve intergenerational conflict and to develop respectful relationships

IDEA

Improved access to existing infrastructure

- The Victorian Government, councils and the civil sector should work together to make facilities available for communities, particularly youth, at affordable rates
- Support community-owned or managed infrastructure for events, activities and spaces to express and connect, including for youth

3. Build stronger communities through greater connections and understanding

- Invest in creative community projects and celebrations that promote diversity
- Provide better access to community facilities for events or activities
- Better engage other diverse Victorian communities to increase learning
- Co-develop and deliver training to multi-faith leaders in community development and support
- Fund state-wide programs that connect African Victorian youth with youth from other diverse communities to grow learning and develop skills
- Review and expand Victoria wide programs to support African youth to have a stronger sense of belonging and to promote social cohesion
- Promote positive narratives about African Victorians by lifting the public profile of people who others can relate and aspire to
- Create awareness and increase the recognition of Africa as a continent, its diversity and connection to Australia's socio-economic relations
- Facilitate stronger, direct engagement with media and work with journalists to highlight good news stories and change negative narratives
- Increase the human rights knowledge of African Victorians

4. Elevate more African Victorians as partners, influencers and leaders

- Communities to work more closely with the Victorian Equal Opportunity and Human Rights Commission regarding advocacy services
- Build communities' capacity to deliver programs and services to accredited standards
- Review grants round guidelines and tailor to increase the eligibility and competitiveness of African Victorian community organisations
- Increase the representation of African Victorians on boards and advisory bodies
- Facilitate opportunities to participate in robust, strategic government decision-making
- Improve engagement between communities and government, such as through African community liaison positions in departments and agencies
- Create and widely circulate a directory of African Australian professionals and organisations to better connect communities with community-led service professionals
- Prioritise 'train the trainer' and peer learning service models

Goal 5 Engagement and Access

Victoria is fortunate to have an abundance of publically accessible and targeted services ranging from health, disability, housing, financial, among others. Significant investment has been made by the government to improve engagement in critical areas, such as through the response to the Royal Commission into Family Violence.

However, African Victorians continue to face barriers in accessing services, such as due to poor health, language or low confidence. This goal proposes ways to spread knowledge of services and improve service uptake.

Taking action to support youth and the elderly will be particularly important. In 2016 over 33,000 Victorian residents who were born in an African country were over the age of 75, over 30% of the African born population in Victoria. In 2016, nearly 20,000 Victorian residents born in an African country were under 25 (Table 4).

The Action Plan also seeks to increase community involvement in designing and delivering critical services, particularly delivered to people who are isolated, disengaged or at risk. By improving African Victorians' connection to effective services, the economic productivity and social wellbeing of communities will increase.

Goal	Strategic actions that will deliver this goal
Engagement and Access: <i>Contribute to a strong Victoria through actively engaged and healthy African Victorian communities, families and youth</i>	<ol style="list-style-type: none"> 1. Support African Victorians to access the services they need 2. Reduce family violence and increase respectful relationships through culturally appropriate early intervention, prevention and response 3. Better support at risk youth through tailored early intervention and prevention programs and services 4. Better support African Victorians involved in the justice system to reduce reoffending and reconnect to communities

Specific actions to achieve Goal 5

1. Improve access to services

- Employ African Victorians to provide needs based services to newly arrived people from war-torn African countries
- Increase communities' understanding of legal rights and responsibilities through 'train-the-trainer' run information sessions
- Undertake a needs analysis of mental health issues and a stocktake of available mental health services
- Support African Victorians to deliver mental health services and increase service responsiveness
- Improve support to youth in mental health facilities
- Design strategies to minimise suicide rate
- Increase advocacy support for people with disabilities and the elderly
- Better outreach with isolated people, including those with disabilities, mental health issues and the elderly, regarding the services they may need
- Improve the accessibility of disability services, including through culturally responsive practitioners, and strengthen peer networks
- Analyse needs of elderly African Victorians, improve access to services and reduce isolation

A young person's perspective...

We need to acknowledge the added layers of repression faced by women. We need to support women in family violence situations and foster a community that treats women as equal to men.

Provide opportunities for all community members to engage with government agencies.

The most marginalised members will always be difficult to engage, however, it is important not to assume community leaders are passing messages to these people.

2. Reduce family violence and increase respectful relationships

- Better understand the situation and needs of African Victorians experiencing family violence
- Reduce family violence by improving knowledge across communities, such as through community liaison officers who can work independently and collaboratively with others services
- Review and tailor early intervention and prevention policies, programs and services to ensure they meet diverse cultural needs
- Use social media better to prevent family violence
- Support best practice models for specialist responses to diverse communities, including Muslim families, experiencing family violence
- Increase the cultural capacity across providers of family violence services to ensure a sensitive environment and client experience
- Provide a foundation for ongoing reflection to ensure culturally appropriate prevention services
- Build the capacity of African Victorian collectives to support the homeless due to family violence
- Develop programs to support men and respectful relationships
- Help socially isolated women to increase their resilience and connections
- Train community leaders and religious leaders on how to respond to and support victims and families appropriately

3. Better support young people at risk

- Build the capacity of communities to support youth diversion programs
- Promote therapeutic programs
- Better coordinate, build the capacity of and support community and youth-led initiatives that focus on youth safety and reducing youth crime
- Support youth mentorship programs run by youth
- Coordinate work with schools and families to engage and reconnect with youth who are at risk of disengaging or isolation
- Increase families' resilience and capability to support young people who are at risk
- Promote youth belonging, identity and voice by creating spaces where youth feel comfortable and can pursue their interests
- Improve access to facilities, such as council or school premises, to support youth drop-in centres and outreach programs
- Support at risk young people through holistic, early intervention and prevention programs that improve integration, knowledge of our democratic systems and institutions
- Increase knowledge of how the justice system functions and build positive interaction between African Victorian youth and the justice system

4. Better support people in justice system

- Review and tailor youth justice support services to ensure re-integration into society
- Ensure referrals from youth justice and corrections provide effective cultural and social support
- Support community-led efforts to enhance justice programs and services through improved culturally appropriate support, such as:
 - independent support to alleged offenders and families pre and post release
 - training to participate in visitors programs
 - running activities in centres, such as mentoring and soccer programs
- Enhance support to families, such as through counselling and central and consistent points of information, whose children are in the justice system
- Better connect youth to education on release
- Use 'consequence' messaging in supervision
- Work with the parole board to improve youth engagement post-release

Sustainable Change and Accountability

Priority partnerships to drive delivery and accountability

Due to the complex nature of the goals in the Action Plan, partnerships will be critical to driving delivery through investment, strategic advice and technical guidance, as well as supporting governance and accountability.

The Action Plan will require new or strengthened key partnerships across communities, and the public, private, civil, academic and philanthropic sectors. Each partner will be asked to lead or support the delivery of actions.

Implementation will use the available service infrastructure offered by partners across relevant sectors, including:

- the Victorian Government, which invests in measures to increase the productivity of all Victorians including through core services and support for diverse communities.¹
- the Commonwealth Government, which has primary responsibility for the settlement of humanitarian entrants during the first five years of arrival and is responsible for funding the delivery of many core services.
- local government, which interacts directly with and provides many services to African Victorians.
- private, philanthropic, civil and academic sectors, which are employing and working with African Victorians.

Governance structures to oversee implementation

For change to be sustainable over the 12 year period, it will require responsive governance structures that are independent and accountable to communities, the public and key partners. Structures should be representative of gender, age, ethnicity and religion. There should be equitable youth and women membership.

African Victorians should play a steering role in any governance structures to ensure that implementation involves communities and reflects community needs.

Building an Evidence Base: Establishing a Central Clearinghouse

A lack of data and research has contributed to there being little change in issues affecting African communities.² Program design and service delivery have not been effectively supported by strong evidence. Further, knowledge and skill sharing has been fragmented, siloed or inaccessible to communities and partners.

The Action Plan proposes the establishment of a community-led, collaborative and central Clearinghouse to respond to existing information gaps and barriers by:

- developing a data collection system, with robust indicators and targets
- monitoring, reporting and evaluating success during implementation
- supporting African Victorian field staff to collect and analyse data
- supporting partners to address reporting gaps and develop responsive policies
- creating an interface between communities, academia and policy makers

Monitoring, reporting and evaluation

Ensuring progress is tangible and visible to communities will be critical.

A new monitoring and evaluation strategy, and framework will be designed and developed to support implementation. Communities will play a role in evaluation.

Given the complex cross-cutting nature of Victorian-African settlement, cohesion, and inclusion issues (and given that data collection in this area is largely uncharted), partners will consult further to select the most appropriate evaluative approach.

IDEA Future role of the AMWG

In 2018, the role of the Victorian Government AMWG should be reviewed to ensure it complements the delivery of the Action Plan, including any new governance structures.

Membership should be refreshed through an expression of interest to ensure it is reflective of communities and the youth voice.

IDEA Structure for delivery

- Establish a high-level, independent body to oversee implementation
- Establish an African-Victorian Clearinghouse to lead collective, community focused research, and to coordinate knowledge and skills sharing between and across communities
- Establish a new Expert Reference Group, comprising experts and leaders across sectors, to support evaluation

¹ See *Victorian Government Report in Multicultural Affairs 2015-2016* at multicultural.vic.gov.au

² Nsubuga-Kyobe, A., Dimock L, (2002) *African Communities and Settlement Services in Victoria: Towards Better Service Delivery Models*, LaTrobe University

Summary of Issues

Employment

Since 1997, more African Victorians have settled in Victoria under the Skilled visa stream than the Humanitarian and Family visa streams. In that period, over 75% of Skilled entrants were born in South Africa, Mauritius and Zimbabwe combined.

In 2011, Victorian residents born in Sudan, Ethiopia and Somalia represented 65% of Victoria's humanitarian entrants from Africa. On average, these communities had an unemployment rate up to seven times higher than the average Victorian.

High unemployment is not due to a lack of jobs. The issue lies in making sure young Africans are job ready. To be job ready starts at the earliest level of education and cannot fully be achieved in any short term program.

The Victorian Government and employers across all sectors need to increase the diversity of their workplaces, from entry to executive levels, to better reflect the diversity of the Victorian society.

This pursuit can be assisted by employers, particularly client facing professions such as courts, police and human services, using inclusive recruitment, retention and promotion practices.

Unfortunately, discrimination in recruitment practices and in the workplace is felt strongly across African communities in Victoria, particularly by young women who wear religious dress.

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

Education

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

Many young people have experienced disrupted education due to trans-continental movement.

Some parents, due to their experiences, levels of education and language barriers, struggle to engage with educational institutions and to support their children's education, including by providing a good home learning environment.

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

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

Early years

Oral African tradition literacy dominates the early years of the African child in the home until school age. Indigenous knowledge and literacy should be more highly valued.

Some parents do not see the value of and are not connected to early childhood education. African Victorian children are under-represented in early childhood centres and kindergarten. Lack of affordability and the need for mothers to work leads to reduced enrolments in early childhood centres.

Often, African Victorian children are therefore not school ready.

The employment of more African Victorian early childhood educators across mainstream centres would help to increase the African Victorian child's sense of 'belonging' and 'becoming'.

School

Enrolling African children and young people in school according to age, without additional and tailored support, causes disadvantage, particularly for newly arrived students who have had disrupted education and are unfamiliar with the Australian education system.

The current school curricula and teaching and learning resources do not adequately cater for African students of diverse, complex backgrounds. English language curriculum is not sufficiently tailored to the needs of the learner. Multicultural Education Aides do not always support the culture of reflective practice for African children.

Feedback from communities is that some African Victorian students drop out of school because they do not understand or feel understood by teachers in class and are forced to choose subjects that do not align with their career aspirations.

They feel a lack of confidence in their vision and a lack of support through existing school-based programs.

Many African Victorian families rely on after school programs, such as homework clubs, to support their children's learning growth. However, many programs are unsustainable due to lack of resources, infrastructure to hold programs and a reliance on volunteers. Some highly African populated areas do not have after school programs.

Youth

Youth need a greater voice in making decisions that impact on their lives. Too often their voice has been neglected or articulated from an elder's perspective. Culturally, parents are expected to be their child's decision-makers until they are independent.

The young person's lack of voice has had a damaging effect in communities. It has resulted in misguided youth and unelected spokespersons advocating on the behalf of young people without truly addressing their issues.

Some African Victorian youth are disengaged, isolated and rely on drugs and alcohol. There is a lack of proper understanding about the meaning of democracy, and one's rights and responsibilities.

African Victorians across ages and gender are increasingly in contact with the justice system. Victoria's youth crime statistics have raised questions about calls to deport youth offenders.

African communities who migrate to Australia come with completely different ideas of and knowledge about the justice system. We need to work together with Youth Justice to build programs that help young people and families to have greater trust in the justice system, the courts and police.

Programs can be established for youth leaving the justice system to encourage them to think about their future and how they could live a better life.

Through better access to centres and prisons, with the support of relevant training, communities can form relationships with youth and provide ongoing support when they have their freedom back.

Families

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

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

Service providers often lack cultural competence to encourage people who are affected to speak out. Strategies should be put in place, such as the employment of African workers, to quickly build trust with victims. Strategies need to empower and support the whole family to prevent and respond.

African Victorians should have respectful relationships and uphold gender equality in line with the *Victorian Gender Equality Strategy*³ and the *Victorian Values Statement*.⁴

Leaders across all communities must take a stand and speak in support of gender equality. They must lead a public conversation on family violence.

Communities

African Victorians need to re-engage with our customs of working together as a community at large to find solutions and to make change.

Africans resolve conflict through elders and faith leaders. Community leaders, especially elders, are vital for effective communication. It is an asset that Africans have diverse customs and values. Africans believe, "It takes a whole village to raise a child." In this context, mediation is critical to resolving conflict. However, Victoria's child protection laws often conflict with African family values and parenting styles. Awareness of cultural differences should constantly be advanced.

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

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

Access to Services

African Victorians should be able to access information in ways that enable them to solve their own issues. Information should be translated in their languages and distributed in frequented places, such as at regular meetings, mosques and churches. It is important to diversify the way information is relayed, beyond internet and email.

³ Found at <https://www.vic.gov.au/women/gender-equality/a-victorian-gender-equality-strategy.html>

⁴ Found at <http://www.multicultural.vic.gov.au>

Table 1 Victoria: Persons born in African countries, 2016 and 2011 Census

Rank 2016	Country of Birth	2016	2011	Change 2011-2016	
		Persons	Persons	Persons	% Change
1	South Africa	27,184	24,447	2,737	11.2
2	Egypt	13,282	12,490	792	6.3
3	Mauritius	11,812	11,600	212	1.8
4	Ethiopia	6,368	4,489	1,879	41.9
5	Sudan	5,665	6,084	-419	-6.9
6	Zimbabwe	4,694	3,781	913	24.1
7	Somalia	3,904	3,061	843	27.5
8	Kenya	3,860	2,850	1,010	35.4
9	South Sudan	2,750	1,118	1,632	146.0
10	Eritrea	2,002	1,519	483	31.8
11	Nigeria	1,970	1,130	840	74.3
12	Libya	1,036	1,008	28	2.8
13	Seychelles	949	994	-45	-4.5
14	Ghana	941	666	275	41.3
15	Zambia	843	714	129	18.1
16	Lithuania	773	897	-124	-13.8
17	Congo, Democratic Rep	731	339	392	115.6
18	Liberia	690	506	184	36.4
19	Uganda	677	500	177	35.4
20	Tanzania	666	566	100	17.7
21	Morocco	581	496	85	17.1
22	Sierra Leone	376	292	84	28.8
23	Algeria	302	224	78	34.8
24	Burundi	253	155	98	63.2
25	Congo, Republic of	251	156	95	60.9
26	Botswana	246	234	12	5.1
27	Malawi	238	185	53	28.6
28	Namibia	173	137	36	26.3
29	Tunisia	171	151	20	13.2
30	Mozambique	169	135	34	25.2
31	Guinea	126	92	34	37.0
32	Cote d'Ivoire	118	87	31	35.6
33	Rwanda	106	48	58	120.8
34	Djibouti	93	79	14	17.7
35	Angola	89	100	-11	-11.0
36	Senegal	70	68	2	2.9
37	Madagascar	59	56	3	5.4
38	Togo	56	43	13	30.2
39	Swaziland	53	68	-15	-22.1
40	Gambia	32	17	15	88.2
41	Benin	29	23	6	26.1
42	Lesotho	25	11	14	127.3
43	Reunion	23	20	3	15.0
44	Mali	20	21	-1	-4.8
45	Burkina Faso	17	12	5	41.7
46	Chad	16	17	-1	-5.9
47	Comoros	14	17	-3	-17.6
48	Gabon	7	3	4	133.3
49	Mauritania	6	4	2	50.0
50	Niger	4	10	-6	-60.0
51	Central African Republic	0	4	-4	-100.0
52	Equatorial Guinea	0	3	-3	-100.0
53	Guinea-Bissau	0	0	0	
54	Western Sahara	0	0	0	
Total		94,520	81,727	12,793	

Source: Australian Bureau of Statistics

Cells in this table have been randomly adjusted to avoid the release of confidential data.

Please note that there are small random adjustments made to all cell values to protect the confidentiality of data.

These adjustments may cause the sum of rows or columns to differ by small amounts from table totals.

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

Table 2 Victoria: Persons born in selected African countries by year of arrival, 2016 Census

Rank 2016	Country of Birth	Year of Arrival, 2016 Census							Total
		Prior to 1941	1941- 1960	1961- 1980	1981- 2000	2001- 2010	2011- 2016	Not stated	
1	South Africa	19	243	3,344	9,442	9,396	4,261	481	27,188
2	Egypt	10	2,072	3,723	2,915	2,427	1,750	392	13,285
3	Mauritius	0	68	3,365	3,460	3,554	1,112	252	11,818
4	Ethiopia	0	18	115	1,758	2,546	1,672	240	6,368
5	Sudan	0	14	51	648	4,130	600	221	5,664
6	Zimbabwe	0	36	302	819	2,442	1,027	79	4,695
7	Somalia	0	0	3	1,818	1,139	748	192	3,903
8	Kenya	0	28	354	605	1,717	1,044	112	3,861
9	South Sudan	0	0	0	124	2,282	270	76	2,755
10	Eritrea	0	7	20	914	574	419	71	2,000
11	Nigeria	0	4	63	292	673	903	36	1,972
12	Libya	0	256	276	78	280	120	26	1,034
13	Seychelles	0	71	514	213	97	24	36	947
14	Ghana	0	9	47	260	308	294	25	943
15	Zambia	0	14	141	264	260	143	16	842
16	Congo, Democratic Rep	0	7	19	45	333	298	32	729
17	Liberia	0	0	6	20	525	109	34	690
18	Uganda	0	9	65	121	265	201	17	678
19	Tanzania	4	18	129	146	254	109	14	662
20	Morocco	0	19	121	165	141	114	23	584
21	Sierra Leone	0	0	10	24	256	78	13	377
22	Algeria	0	6	53	104	53	70	11	302
23	Congo, Republic of	0	0	3	14	118	86	22	250
24	Botswana	0	0	0	45	133	68	7	249
25	Burundi	0	0	0	6	178	59	3	248
26	Malawi	0	0	22	67	75	66	8	243
27	Namibia	0	0	11	38	74	50	3	175
28	Tunisia	0	37	41	27	30	27	3	171
29	Mozambique	0	0	26	65	31	37	3	167
30	Guinea	0	0	0	0	85	39	4	119
31	Cote d'Ivoire	0	0	0	11	81	25	7	118
32	Cameroon	0	0	0	7	52	37	3	100
33	Rwanda	0	0	0	5	56	43	0	100
34	Angola	0	0	19	47	22	7	4	94
35	Djibouti	0	0	0	44	23	17	3	87
36	Senegal	0	0	19	15	17	21	6	68
37	Togo	0	0	0	0	40	14	4	60
38	Madagascar	0	0	18	11	16	14	0	57
39	Swaziland	0	0	6	33	13	3	3	52
40	Gambia	0	0	5	4	4	17	0	29
41	Benin	0	0	0	0	25	0	0	24
42	Mali	0	0	4	4	8	3	0	24
43	Lesotho	0	0	0	9	9	5	0	23
44	Reunion	0	0	7	5	5	3	0	20
45	Comoros	0	0	0	7	5	4	0	18
46	Burkina Faso	0	0	4	5	8	0	5	13
47	Chad	0	0	0	5	3	7	0	13
48	Mauritania	0	0	0	5	0	0	0	8
49	Niger	0	0	0	4	0	0	0	4
50	Gabon	0	0	0	0	0	0	0	3
51	Central African Republic	0	0	0	0	0	0	0	0
52	Equatorial Guinea	0	0	0	0	0	0	0	0
53	Guinea-Bissau	0	0	0	0	0	0	0	0
54	Western Sahara	0	0	0	0	0	0	0	0
Total		32	2,949	12,905	24,701	34,755	16,032	2,467	93,845

Source: Australian Bureau of Statistics

Cells in this table have been randomly adjusted to avoid the release of confidential data.

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These adjustments may cause the sum of rows or columns to differ by small amounts from table totals.

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

Table 3 Victoria: Top 20 African Countries of Birth by Migration Stream arriving between 01/01/1997 and 01/01/2017

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

Source: Commonwealth Government, Department of Social Services

Table 4 Victoria: Persons born in selected African countries by age groups, 2016 Census

Rank 2016	Country of Birth	Age Group in Years, 2016 Census									Total
		0-4	5-11	12-18	19-25	26-44	45-54	55-64	65-74	75+	
1	South Africa	922	175	1,701	2,446	5,341	3,569	2,438	1,326	9,264	27,188
2	Egypt	515	112	764	438	1,590	2,500	2,642	2,130	2,593	13,285
3	Mauritius	168	14	354	741	1,896	2,136	1,423	1,007	4,071	11,818
4	Ethiopia	232	74	533	723	1,390	384	112	62	2,859	6,368
5	Sudan	159	50	949	1,114	643	247	97	40	2,370	5,664
6	Zimbabwe	113	18	326	481	779	494	215	68	2,202	4,695
7	Somalia	70	13	199	524	675	288	123	40	1,966	3,903
8	Kenya	325	92	643	644	410	294	140	78	1,239	3,861
9	South Sudan	85	17	368	409	415	115	17	7	1,324	2,755
10	Eritrea	54	9	102	128	531	206	104	51	802	2,000
11	Nigeria	128	36	119	155	326	106	26	6	1,076	1,972
12	Libya	84	8	33	30	100	180	154	186	259	1,034
13	Seychelles	9	0	17	25	165	217	214	165	141	947
14	Ghana	45	9	77	97	176	94	25	0	408	943
15	Zambia	30	3	29	45	184	145	40	12	345	842
16	Congo, Democratic Rep	52	4	110	141	84	42	15	4	285	729
17	Liberia	21	0	83	84	69	30	12	0	388	690
18	Uganda	71	30	93	74	104	73	33	12	191	678
19	Tanzania	51	4	100	61	92	121	47	31	152	662
20	Morocco	4	0	9	24	112	120	55	41	220	584
21	Sierra Leone	19	0	34	68	57	25	4	0	172	377
22	Algeria	6	4	6	7	70	55	27	20	103	302
23	Congo, Republic of	15	5	50	47	19	13	5	4	95	250
24	Botswana	29	6	35	43	10	0	0	3	128	249
25	Burundi	10	0	15	48	29	22	3	0	115	248
26	Malawi	39	4	22	20	39	25	17	5	77	243
27	Namibia	5	5	13	15	34	23	4	0	80	175
28	Tunisia	0	4	3	3	21	30	30	30	39	171
29	Mozambique	13	4	3	5	32	38	14	13	50	167
30	Guinea	28	0	44	32	0	0	0	0	15	119
31	Cote d'Ivoire	4	0	51	35	5	0	0	0	24	118
32	Cameroon	0	0	8	11	11	0	0	0	66	100
33	Rwanda	8	4	5	12	8	6	0	0	60	100
34	Angola	0	0	5	0	32	21	0	0	29	94
35	Djibouti	4	0	4	14	13	4	4	0	47	87
36	Senegal	0	0	0	4	14	14	8	5	25	68
37	Togo	0	0	10	6	16	6	0	0	23	60
38	Madagascar	0	0	0	6	6	13	3	7	23	57
39	Swaziland	0	0	0	3	10	10	5	0	29	52
40	Gambia	6	0	3	0	0	4	4	0	16	29
41	Benin	3	0	11	5	0	0	0	0	4	24
42	Mali	0	0	0	0	5	3	6	0	10	24
43	Lesotho	0	0	3	3	3	0	0	0	11	23
44	Reunion	0	0	0	6	0	0	0	6	12	20
45	Comoros	0	0	0	0	3	0	0	0	9	18
46	Burkina Faso	0	0	0	3	4	8	0	0	4	13
47	Chad	0	0	4	0	0	0	0	0	4	13
48	Mauritania	0	0	0	0	0	0	0	0	5	8
49	Niger	0	0	0	0	0	0	0	0	7	4
50	Gabon	0	0	0	0	4	0	0	0	0	3
51	Central African Republic	0	0	0	0	0	0	0	0	0	0
52	Equatorial Guinea	0	0	0	0	0	4	0	0	0	0
53	Guinea-Bissau	0	0	0	0	0	0	0	0	0	0
54	Western Sahara	0	0	0	0	0	0	0	0	0	0
	Total	3,310	731	6,936	8,770	15,545	11,685	8,069	5,375	33,420	93,845

Source: Australian Bureau of Statistics

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

Table 5 Victoria: Persons born in selected African countries by gender, 2016 Census

Rank 2016	Country of Birth	2016 Census		
		Males	Females	Total
1	South Africa	13,290	13,893	27,188
2	Egypt	6,680	6,607	13,285
3	Mauritius	5,777	6,036	11,818
4	Ethiopia	3,008	3,357	6,368
5	Sudan	2,719	2,946	5,664
6	Zimbabwe	2,260	2,439	4,695
7	Somalia	1,747	2,151	3,903
8	Kenya	1,835	2,028	3,861
9	South Sudan	1,409	1,340	2,755
10	Eritrea	937	1,063	2,000
11	Nigeria	1,145	827	1,972
12	Libya	530	506	1,034
13	Seychelles	423	522	947
14	Ghana	532	411	943
15	Zambia	408	433	842
16	Congo, Democratic Republic of	375	351	729
17	Liberia	316	376	690
18	Uganda	328	353	678
19	Tanzania	368	296	662
20	Morocco	305	281	584
21	Sierra Leone	208	169	377
22	Algeria	175	117	302
23	Congo, Republic of	122	131	250
24	Botswana	124	124	249
25	Burundi	116	135	248
26	Malawi	123	117	243
27	Namibia	79	92	175
28	Tunisia	87	83	171
29	Mozambique	76	88	167
30	Guinea	63	62	119
31	Cote d'Ivoire	53	68	118
32	Cameroon	63	38	100
33	Rwanda	55	51	100
34	Angola	60	28	94
35	Djibouti	49	41	87
36	Senegal	30	34	68
37	Togo	28	31	60
38	Madagascar	23	40	57
39	Swaziland	27	26	52
40	Gambia	24	7	29
41	Benin	20	7	24
42	Mali	15	11	24
43	Lesotho	10	10	23
44	Reunion	9	17	20
45	Comoros	6	14	18
46	Burkina Faso	7	9	13
47	Chad	9	4	13
48	Mauritania	0	5	8
49	Niger	0	5	4
50	Gabon	0	0	3
51	Central African Republic	0	0	0
52	Equatorial Guinea	5	0	0
53	Guinea-Bissau	0	0	0
54	Western Sahara	0	0	0
Total		46,047	47,796	93,845

Source: Australian Bureau of Statistics

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Table 6 Victoria: Persons born in selected African countries by religion, 2016 Census

Rank 2016	Country of Birth	Religious groups , 2016 Census									Total
		Buddhism	Christianity	Hinduism	Islam	Judaism	Other Religions	No Relig Affiliation	Inadeq described	Not stated	
1	South Africa	104	15,061	917	348	3,318	77	5,984	151	1,225	27,188
2	Egypt	11	10,447	6	1,776	131	13	501	17	384	13,285
3	Mauritius	43	8,984	1,259	211	0	20	864	45	392	11,818
4	Ethiopia	11	3,941	5	1,926	3	5	194	47	239	6,368
5	Sudan	0	3,829	3	1,334	0	3	188	18	287	5,664
6	Zimbabwe	15	3,509	65	30	93	12	716	52	195	4,695
7	Somalia	0	8	0	3,664	0	0	44	5	178	3,903
8	Kenya	14	2,263	300	620	13	93	380	25	153	3,861
9	South Sudan	3	2,570	0	22	3	3	59	3	86	2,755
10	Eritrea	0	778	0	1,132	0	0	23	6	60	2,000
11	Nigeria	5	1,642	17	102	0	3	95	9	86	1,972
12	Libya	4	599	9	353	4	7	46	0	17	1,034
13	Seychelles	8	853	0	3	0	5	44	0	26	947
14	Ghana	8	687	6	98	0	3	98	5	44	943
15	Zambia	17	534	44	19	7	3	178	0	29	842
16	Congo, Democratic Rep	0	653	0	14	0	0	32	9	20	729
17	Liberia	0	540	0	71	0	0	24	11	39	690
18	Uganda	3	487	51	44	0	0	63	4	25	678
19	Tanzania	3	401	66	67	4	14	89	4	28	662
20	Morocco	3	94	3	292	51	0	91	4	47	584
21	Sierra Leone	0	231	0	100	0	0	19	0	16	377
22	Algeria	0	75	0	136	3	8	55	4	19	302
23	Congo, Republic of	0	211	0	13	0	0	12	0	11	250
24	Botswana	12	143	16	0	9	4	50	4	11	249
25	Burundi	0	208	0	22	0	0	11	0	5	248
26	Malawi	8	179	3	6	0	0	27	0	11	243
27	Namibia	0	106	0	0	5	0	59	0	0	175
28	Tunisia	0	75	0	63	0	0	27	0	6	171
29	Mozambique	0	126	5	3	3	0	26	0	5	167
30	Guinea	0	79	0	36	0	0	8	0	4	119
31	Cote d'Ivoire	0	102	0	0	0	0	10	0	4	118
32	Cameroon	0	72	0	0	0	4	16	0	8	100
33	Rwanda	0	85	0	7	0	0	7	0	7	100
34	Angola	0	78	0	0	0	0	15	0	0	94
35	Djibouti	0	9	0	68	0	0	8	0	0	87
36	Senegal	5	28	0	28	0	0	10	0	3	68
37	Togo	0	46	0	0	0	0	6	0	0	60
38	Madagascar	0	34	3	4	0	0	11	0	3	57
39	Swaziland	0	26	0	0	0	0	25	0	0	52
40	Gambia	0	10	0	11	0	0	3	0	5	29
41	Benin	0	19	0	0	0	0	4	0	4	24
42	Mali	0	6	0	10	0	0	3	0	6	24
43	Lesotho	0	20	0	0	0	0	8	0	3	23
44	Reunion	0	15	0	0	0	0	8	0	0	20
45	Comoros	0	5	0	19	0	0	0	0	0	18
46	Burkina Faso	0	12	0	0	0	0	0	0	0	13
47	Chad	0	0	0	6	0	0	0	0	4	13
48	Mauritania	0	8	0	0	0	0	0	0	0	8
49	Niger	0	4	0	0	0	0	0	0	0	4
50	Gabon	0	0	0	0	0	0	0	0	0	3
51	Central African Rep	0	0	0	0	0	0	0	0	0	0
52	Equatorial Guinea	0	0	0	0	0	0	0	0	0	0
53	Guinea-Bissau	0	0	0	0	0	0	0	0	0	0
54	Western Sahara	0	0	0	0	0	0	0	0	0	0
Total		286	59,891	2,785	12,670	3,656	280	10,138	435	3,706	93,845

Source: Australian Bureau of Statistics

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Table 7 Victoria: African ancestries, total responses, 2016 Census

Rank 2016	African ancestries	Total Responses
1	South African	21,916
2	Mauritian	14,421
3	African, so described	9,936
4	Somali	8,415
5	Ethiopian	7,380
6	Sudanese	6,515
7	South Sudanese	4,318
8	Eritrean	3,529
9	Zimbabwean	2,805
10	Nigerian	1,753
11	Kenyan	1,589
12	Seychellois	1,367
13	Oromo	1,332
14	Congolese	1,162
15	Ghanaian	1,120
16	Peoples of the Sudan, nfd	796
17	Liberian	670
18	Dinka	611
19	Afrikaner	604
20	Central and West African, nec	547
21	Southern and East African, nec	465
22	Ugandan	440
23	Burundian	433
24	Zambian	310
25	Sierra Leonean	278
26	Nuer	250
27	Yoruba	242
28	Southern and East African, nfd	187
29	Tanzanian	187
30	Igbo	175
31	Amhara	172
32	Shona	167
33	Batswana	134
34	Tigrayan	130
35	Malawian	129
36	Rwandan	127
37	Cameroonian	120
38	Mozambican	92
39	Angolan	86
40	Central and West African, nfd	82
41	Zulu	81
42	Togolese	80
43	North African, Middle Eastern, nfd	76
44	Swahili	68
45	Senegalese	59
46	Namibian	48
47	Akan	47
48	Swazilander	35
49	Madi	33
50	Peoples of the Sudan, nec	31
51	Sub-Saharan African, nfd	29
52	Tigre	28
53	Acholi	27
54	Mandinka	27
55	Ivorean	25
56	Bari	23
57	Fulani	22
58	Gio	21
59	Hutu	19
60	Ogaden	7
61	Masai	6
62	Darfur	5
63	Themne	3
64	Krahn	0
65	Kunama	0
Total		95,792

Source: Australian Bureau of Statistics

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