

Death, Dying, Grieving and Organ and Tissue Donation Awareness A Cultural Perspective Conference

Foreword

On behalf of the Australian Multicultural Foundation (AMF) and the Organ and Tissue Authority (OTA), we would like to welcome all speakers, panellists, chairs and attendees to the *Death, Dying, Grieving and Organ and Tissue Donation Awareness – A Cultural Perspective* conference.

Cultural and religious beliefs and practices are an important consideration and have significant influence in issues associated with death, dying and grieving. This includes issues such as coping with terminal illness, planning for end of life, coping with sudden traumatic death, or considering whether you wish to become an organ and tissue donor. In some migrant communities in Australia, issues surrounding death, dying and end-of-life care are not openly discussed. Furthermore, many people from culturally, religiously, and linguistically diverse backgrounds are unsure whether their culture or faith supports organ and tissue donation, which can act as a barrier to family discussion and knowledge of donation decisions.

The objective of this conference is to explore the diverse beliefs and practices surrounding death and the dying person, with a particular focus on the important topic of organ and tissue donation, and to provide communities with access to relevant and culturally appropriate information. By addressing these issues, we hope to encourage more open and informed discussion in the wider community and raise greater awareness and understanding to ensure that patients and their families receive the appropriate care.

This project has been funded by the Organ and Tissue Authority under the Community Awareness Grants program.

We would like to sincerely thank the speakers, panellists and chairs for their invaluable contribution to this conference.



Dr B. (Hass) Dellal OAM
Executive Director
Australian Multicultural Foundation



Ms Yael Cass
Chief Executive Officer
Organ and Tissue Authority

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Conference Program

Thursday 19 June	
8.30am – 8.45am	Registration
8.45am – 9.00am	<p>Introduction and Welcome</p> <p>Dr Hass Dellal OAM Executive Director Australian Multicultural Foundation</p> <p>Sir James Gobbo AC CVO Emeritus Chairman Australian Multicultural Foundation</p>
9.00am – 10.00am	<p>Keynote Address</p> <p><i>Understanding beliefs and practices about death, dying and grieving for people from culturally, religiously and linguistically diverse backgrounds</i></p> <p>Dr Peter Saul Senior Intensive Care Specialist at John Hunter Hospital Director of Intensive Care at Newcastle Private Hospital</p> <p><i>The importance of organ and tissue donation in relation to people from culturally, religiously and linguistically diverse backgrounds.</i></p> <p>Ms Yael Cass Chief Executive Officer Organ and Tissue Authority</p> <p>Ms Yael Codron Transplant Recipient</p> <p>Chair: Dr Hass Dellal OAM Executive Director Australian Multicultural Foundation</p>
10.00am – 11.00am	<p>Plenary Session</p> <p><i>The role of the family in culturally, religiously and linguistically diverse communities in death, dying and grieving.</i></p> <p>Mr George Lekakis AO Chief Executive Officer Fronitha Care</p> <p><i>The role of the family in diverse communities in relation to organ and tissue donation.</i></p> <p>Dr Elena Cavazzoni Paediatric Intensive Care Staff Specialist Children's Hospital at Westmead</p> <p>Ms Fulvia Nisyrios Family member of an organ donor</p> <p>Chair: Ms Carmen Calleya-Capp Representative from the Maltese Community</p>

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11.00am – 11.15am	Morning Tea
11.15am – 1.00pm	<p>Panel Session</p> <p><i>Religious and spiritual needs in relation to death, dying and grieving including beliefs regarding organ and tissue donation</i></p> <p>Reverend John Baldock Vicar of St John’s Anglican Parish, East Malvern</p> <p>Mr Makarand Bhagwat Representative, Hindu Swayamsevak Sangh Australia</p> <p>Dr Diana Cousens Former Vice-Chairperson of the Buddhist Council of Victoria</p> <p>Father Chris Dimolianis Parish Priest at the Greek Orthodox Parish of St. Eustathios</p> <p>Rabbi Meir Shlomo Kluwgant President, Rabbinical Council of Victoria</p> <p>Father Brian Lucas General Secretary, Australian Catholic Bishops Conference</p> <p>Sheikh Mohamadu Nawas Saleem Public Relations Officer, Australian National Imams Council</p> <p>Mr Jasbir Singh Suropada Vice-Chairperson, Sikh Interfaith Council of Victoria</p> <p>Chair: Professor Gary Bouma AM UNESCO Chair in Intercultural and Interreligious Relations – Asia Pacific Emeritus Professor of Sociology at Monash University</p>
1.00pm – 2.00pm	Lunch
2.00pm – 2.30pm	<p>Plenary Session</p> <p><i>The organ and tissue donation process and respect for cultural and religious sensitivities.</i></p> <p>Dr Gopal Taori Intensive Care and Medical Donation Specialist Monash Health Network</p> <p>Chair: Ms Monica Dowling Nurse Donation Specialist DonateLife Victoria</p>

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2.30pm – 3.20pm	<p>Plenary session</p> <p><i>Services and support for issues related to death, dying and grieving, including organ and tissue donation, for culturally and linguistically diverse communities.</i></p> <p>Mr Michael Bramwell Chairman of Palliative Care Victoria and Director of Aged & Palliative Care at Melbourne City Mission</p> <p>Mr David Marlow Executive Director Jewish Community Council of Victoria</p> <p>Chair: Mr Ross Barnett Executive Officer Ethnic Communities' Council of Victoria</p>
3.20pm – 3.35pm	<p>Afternoon tea</p>
3.35pm – 4.45pm	<p>Plenary Session</p> <p><i>Communication strategies for talking about issues related to death, dying and grieving, including organ and tissue donation with culturally, religiously and linguistically diverse communities.</i></p> <p>Dr Ranjana Srivastava Medical Oncologist at Southern Health and Author</p> <p>Associate Professor William Silvester Director of the Respecting Patient Choices Program The Austin Hospital</p> <p>Ms Paula Masselos Director of Strategic Marketing and Communication Cultural Partners Australia</p> <p>Chair: Ms Lynn Cain Project and Training Manager Australian Multicultural Foundation</p>
4.45pm – 5.30pm	<p>Q & A session</p> <p>All speakers are invited to participate in a panel discussion which gives the audience the opportunity to ask questions that have arisen during the conference</p> <p>Chair: Mr Sam Afra Hon Secretary Federation of Ethnic Communities' Councils of Australia</p>
5.30pm	<p>Close</p> <p>Dr Hass Dellal OAM Executive Director Australian Multicultural Foundation</p>

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Speakers (in alphabetical order)



Reverend John Baldock

'Religious and spiritual needs in relation to death, dying and grieving including beliefs regarding organ and tissue donation'

Reverend John Baldock has served as the Vicar of Saint John's Anglican Parish in East Malvern for seven years. John has had extensive involvement in interreligious relations, conflict resolution, and development in many parts of the world. He is a former Associate Secretary General of the World Conference on Religion and Peace (WCRP) in New York and has worked for various international agencies on issues related to religion, conflict and development, with a particular focus on Islam. John is also a founding member of UNESCO's Interreligious Advisory Committee, and in 2000, worked as a Senior Advisor to President H.E. Abdurrahman Wahid on the establishment of a national Truth and Reconciliation Commission in Indonesia. He has represented the Anglican Church in recent Federal Government initiatives aimed at promoting closer relations between faiths in the Asia Pacific region. John was a Deakin Lecturer in 2004.



Mr Makarand Bhagwat

'Religious and spiritual needs in relation to death, dying and grieving including beliefs regarding organ and tissue donation'

Born on the 29th September 1965 into a traditional Hindu family in India, Mr Bhagwat has been deeply involved in religious activities at home since childhood, under parental guidance. He was beatified into Siddha Yoga tradition at the age of 13, by HH Swami Umanand Saraswati. He has been living in Melbourne for the past 11 years and has performed several Hindu rituals under the guidance of Dr Jayant Bapat. He has a keen interest in Upanishads and Vedic Sukatas and is able to recite them with Vedic accents. He is deeply involved in Hindu Swayamsevak Sangh activities in Melbourne, which include conducting children's camps and organising cultural workshops. He has also contributed to setting up a Hindu Chapel at Le Pine Funerals to meet the needs of the growing Hindu population in Melbourne. He has a keen interest in reading Vedic philosophical literature from both Indian and western authors. Mr Makarand Bhagwat holds a postgraduate degree in Mechanical Engineering and works full time in the Body Design area for an automotive company in Melbourne.

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Mr Michael Bramwell

‘Services and support for issues related to death, dying and grieving, including organ and tissue donation, for culturally and linguistically diverse communities’

Michael is a qualified social worker with masters’ qualifications in both public health and counselling. He has a range of experience in both acute and community palliative care in clinical, policy and management roles both in Australia and Ireland. He received a Churchill Award in 2001, participated in the Leadership in Palliative Care Program at Oxford University in 2007, and has recently completed the Folio Leadership program with Leadership Victoria in 2013. Michael is an NSAP Peer Mentor with Palliative Care Australia and has a keen interest in practice/clinician based research and the provision of palliative care to diverse communities including CALD, homeless and GLBTI. Michael is the Chairperson of Palliative Care Victoria and is employed by Melbourne City Mission as Director of Aged & Palliative Care.



Ms Yael Cass

‘The importance of organ and tissue donation in relation to people from culturally, religiously and linguistically diverse backgrounds’

Ms Yael Cass commenced as Chief Executive Officer of the OTA in February 2011. Her role is to provide leadership and guidance to ensure that Australia achieves a sustained increase in organ and tissue donation rates by implementing a nationally coordinated, world’s best practice approach to organ and tissue donation for transplantation. A lawyer by training, Ms Cass has worked on the development and delivery of national social policy over 25 years – with a principal focus on health and ageing policy and programs, Indigenous affairs, education and training and immigration policy. From 2008 to 2010, Ms Cass worked in the Department of the Prime Minister and Cabinet, including as First Assistant Secretary for Social Policy Division. Prior to 2008, Ms Cass worked for three years on national blood, organ and tissue donation policy in the Health and Ageing portfolio. In this period she supported the work of the National Clinical Taskforce on Organ and Tissue Donation.



Dr Elena Cavazzoni

‘The role of the family in diverse communities in relation to organ and tissue donation’

Elena Cavazzoni is a staff specialist working at the Children’s Hospital at Westmead, Sydney. She completed her medical degree and PhD at the University of Sheffield, and trained as a paediatrician in London. In 2005 she moved to Brisbane where she began her training in paediatric critical care and in 2010 she became a fellow of the College of Intensive Care Medicine (CICM). Her interests are in palliative care, organ and tissue donation, transfusion medicine and neurocritical care. She has help create “Paediatric BASIC” a course designed PICU registrars, APLS instructor and facilitator for “Diploma of Child Health” University of Sydney. In her spare time she enjoys spending time with her 2 year old daughter, ocean swims, cycling and yoga.

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Ms Yael Codron

'The importance of organ and tissue donation in relation to people from culturally, religiously and linguistically diverse backgrounds'

I was born in South Africa to Jewish parents. At birth I was diagnosed with reflux nephropathy, a condition that left me with kidney damage. When I was 7 years old, my family immigrated to Melbourne, where I attended a Jewish day school. Although I'm not religious, I have a strong Jewish identity and connection to my heritage. My kidneys failed when I was 21 and I went onto dialysis. At the time I was studying a science degree at Monash University, but after graduating I pursued my passion for video productions. After 7 years on dialysis, during which time I survived two bouts of Hodgkin's lymphoma, I received a kidney transplant. I am currently healthy and working full time as a video producer.



Dr Diana Cousens

'Religious and spiritual needs in relation to death, dying and grieving including beliefs regarding organ and tissue donation'

Dr Diana Cousens is well known as an interfaith speaker representing the Buddhist community. She has a PhD in Himalayan Studies from Monash University and is a former Vice-Chair of the Buddhist Council of Victoria (BCV). She was the editor of the BCV publication, *Buddhist Care of the Dying*, and in 2012 created the national policy on disability access to Buddhist temples for the Federation of Australian Buddhist Councils. For 10 years Di was the Director of the Melbourne Sakya Centre and was appointed by the head of the Tibetan Sakya tradition, HH Sakya Trizin, to that position. She works as a university administrator in Melbourne.



Dr Hass Dellal OAM

Conference Introduction and Welcome

Hass Dellal OAM is the Executive Director of the Australian Multicultural Foundation and Acting Chairman of the SBS Board of Directors. He has over 25 years' experience in policy, management, community development and programming for cultural diversity. He has extensive experience nationally and internationally in multicultural affairs. He serves on various boards and committees and has spearheaded initiatives for the development of the general community. He has prepared programs on community relations on behalf of Government authorities and the private sector. Hass is Chair of the Centre for Multicultural Youth, Co-Chair of the Victoria Police Multi-faith Council, Board Member of the European Multicultural Foundation, a Fellow of the Williamson Leadership Program and an Australia Day Ambassador. He was awarded the Medal of the Order of Australia for services to Multiculturalism, the Arts and the Community in 1997, and the Centenary of Federation Medal in 2003. He was conferred with an Honorary Doctorate in Social Sciences by RMIT University in 2006.

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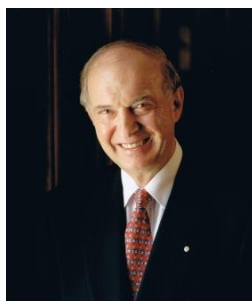
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Father Chris Dimolianis

'Religious and spiritual needs in relation to death, dying and grieving including beliefs regarding organ and tissue donation'

Father Chris Dimolianis was born in Melbourne to Greek migrant parents, but was raised for most of his life in Sydney. As well as completing studies in Technology and Science, he qualified as a Registered Nurse in N.S.W. in 1989 and continued to work in this field - mostly in aged care. During this time, he commenced studies in Theology at St Andrew's Greek Orthodox Theological College in Sydney and was ordained to the priesthood in 1994. Since then, Fr Chris has been serving the faithful of the Greek Orthodox Archdiocese of Australia in Cairns, QLD, Sydney, N.S.W. and is currently serving at St Eustathios Church in South Melbourne. As well as his Parish duties, he also serves as Chaplain to the Alfred Hospital and Victoria Police.



Sir James Gobbo AC CVO

Conference Introduction and Welcome

Sir James Gobbo was appointed Governor of Victoria in 1997. His term concluded in December 2000. Sir James has maintained a long interest in Italian Community affairs in Australia, as reflected in his former Presidency of Co.As.It. (Italian Assistance Organisation). He was the Founding Chairman of the Australia Council of Multicultural Affairs in 1989 and is Emeritus Chair of the Australian Multicultural Foundation. Sir James was Chairman of Mercy Private Hospital and Chairman of the Council of Caritas Christi Hospital both for 10 years and Board Member of Mercy Maternity Hospital for 20 years. He was Chairman of the Caritas Christi and Order of Malta Home Hospice Service. Sir James' is a former President in Australia of the Order of Malta, which is a partner in Eastern Palliative Care (EPC), which provides home-based palliative care in the Eastern Corridor of Melbourne. Sir James is the Patron of Palliative Care Victoria.



Rabbi Meir Shlomo Kluwgant

'Religious and spiritual needs in relation to death, dying and grieving including beliefs regarding organ and tissue donation'

Rabbi Meir Shlomo Kluwgant is the President of the Rabbinical Council of Victoria and Vice President of the Organisation of Rabbis of Australasia. Rabbi Kluwgant is also the spiritual leader of Jewish Care Victoria and is a registered marriage celebrant. He serves as ex-officio Director of Melbourne's Jewish Ecclesiastical Court and is a police chaplain and member of the Victoria Police Multi-faith Advisory Council. In 2012 Rabbi Kluwgant was the recipient of the Victorian Multicultural Awards for Excellence, PACMAC Police Community Exemplary Award.

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Mr George Lekakis AO

'The role of the family in culturally, religiously and linguistically diverse communities in death, dying and grieving'

George Lekakis AO is the Chief Executive Officer of Fronditha Care. Immediately prior to this appointment he was the Executive Director with the Victorian Department of Business and Innovation. He was also the longest serving Chairperson of the Victorian Multicultural Commission from 1 September 2001 to 27 January 2011. Mr Lekakis has previously served as the Chairperson of the Ethnic Communities' Council of Victoria in a voluntary capacity and Director of the Southern Region Migrant Resource Centre and the New Hope Foundation. Prior to undertaking his studies in social work in 1984, he provided direct nursing care in a variety of health settings, particularly in aged care, palliative care, rehabilitation and mental health for five years. He has served on many government and community-based boards and committees of management. In 2010 Mr Lekakis was awarded an Officer of the Order of Australia for distinguished service to the community through leadership roles in multicultural organisations and to the development and implementation of services to support those from culturally and linguistically diverse backgrounds.



Father Brian Lucas

'Religious and spiritual needs in relation to death, dying and grieving including beliefs regarding organ and tissue donation'

Father Brian Lucas is a priest of the Archdiocese of Sydney. He is currently the General Secretary of the Australian Catholic Bishops Conference in Canberra. Prior to that appointment he was the Financial Administrator and Secretary of the Archdiocese of Sydney for 12 years and acted as media spokesperson. Father Lucas has academic qualifications in law, general studies and theology. He is an adjunct professor of the Australian Catholic University, a member of the Australian Taxation Office Not for Profit Advisory Group and a director of Catholic Church Insurances Limited. He has written extensively on "end of life" issues including a booklet "Life at all Costs?" and he is also a co-author of the Church Administration Handbook.



Mr David Marlow

'Services and support for issues related to death, dying and grieving, including organ and tissue donation, for culturally and linguistically diverse communities'

David Marlow is the Executive Director of the Jewish Community Council of Victoria (JCCV) which is the roof body for Victorian Jewry. The JCCV has 60 affiliate members including religious, educational, fraternal, cultural and social/sporting organisations. David has thirty years of business management and leadership experience, an MBA, experience as a Managing Director working across cultures and languages in Asia and substantial experience in leadership roles in the non-profit sector. David organised the JCCV Organ Donation Forum in 2013, and sits on the JCCV Pastoral Care Committee, the JCCV Child Protection Reference Group, the Victorian Multi-faith Advisory Group, the Victoria Police Multi-faith

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Advisory Committee, the Victoria Police PACMAC, the JCMA Peak Bodies Group, the VEO HRC Reporting Racism Reference Group, the JCCV Youth Alcohol Project Steering Committee and the JCCV GLBTI Reference Group.



Ms Paula Masselos

‘Communication strategies for talking about issues related to death, dying and grieving, including organ and tissue donation with culturally, religiously and linguistically diverse communities’

Paula Masselos is the Director of Strategic Marketing and Communication at Cultural Partners Australia and is presently working with the Organ and Tissue Authority to raise awareness about organ and tissue donation to CALD communities around Australia. She has broad experience across a range of sectors nationally and internationally and has held high profile positions in community, corporate and government sectors including: Director of Education and Promotion at the Human Rights and Equal Opportunity Commission, Commissioner at the NSW Community Relations Commission, Director of SBS Radio, and Councillor at Waverley Council. Paula has been a member of numerous boards and committees including: member of the Citizen Test Review Panel for the Department of Immigration and Citizenship; AFTRS Radio Advisory Group; Digital Radio Group, CRA; NSW Australian of the Year Selection Committee; and Chair of the Carnivale Multicultural Arts Festival.



Ms Fulvia Nisyrios

‘The role of the family in diverse communities in relation to organ and tissue donation’

I am an experienced communications manager and project manager with specialised skills in analysing, developing, writing and designing information. I have over 20 years’ experience in the financial services industry with detailed knowledge about insurance, investment and superannuation products and of financial services in general. My goal is to make information clear and easy to understand so that anyone who reads it feels smart. I believe that plain language shouldn't be an afterthought - it's the only way to communicate with consumers so they can make informed choices. Over the last two years, I have been working on Product Disclosure Statements for top Australian insurance companies. My mum died just over a year ago. We decided to donate my mum’s organs – a decision we don’t regret which has helped me and my family heal and deal with our grief.



Sheikh Mohamadu Nawas Saleem

‘Religious and spiritual needs in relation to death, dying and grieving including beliefs regarding organ and tissue donation’

Born in a remote village in Sri Lanka, Sheikh Mohamadu Nawas Saleem arrived in Australia in 2000. He is the Public Relations Officer & Executive member of the Australian National Imams Council (ANIC) and Board of Imams Victoria (BOIV). Sheikh Mohamadu Saleem

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obtained his religious education in Islamic Studies and Arabic at *Jamiah Naleemiya Islamiya* in Sri Lanka and worked as an Imam at various mosques in Sri Lanka. He studied at the International Islamic University Malaysia (IIUM) and successfully completed a LL.B (Hons) degree and a Masters in Comparative Laws. He was a Law lecturer at IIUM Matriculation Centre from 1992 - 2000. He is a NAATI Accredited Interpreter in Tamil Language. Sheikh Mohamadu Saleem has been actively involved in community and interfaith activities in Australia. Currently he is the acting Imam of the Virgin Mary Mosque in Hoppers Crossing and Associate Chaplain of the Victoria Police. He served as the Muslim Chaplain at the 2006 Commonwealth Games in Melbourne. He played a crucial role in establishing ANIC, the "Council of Fatwa" chaired by the Grand Mufti of Australia and the Islamic Family Arbitration & Mediation Council (CIFAM) (*Majlis al Tahkeem*) of the BOIV that deals with matrimonial disputes among Muslim couples and families.



Dr Peter Saul

'Understanding beliefs and practices about death, dying and grieving for people from culturally, religiously and linguistically diverse backgrounds'

Dr Peter Saul is a senior intensive care specialist in the adult and paediatric ICU at John Hunter Hospital in New South Wales, Director of Intensive Care at Newcastle Private Hospital, and Medical Director of organ and tissue donation for the Hunter New England Health District. Having trained as a physician in London and Oxford, Peter was drawn to the nascent specialty of intensive care, which led to anaesthetic training and a couple of years in Sydney, at that time the only formal intensive care system in the world. From there he went to Harvard University in Boston, and joined the ethics committee at the Beth Israel Hospital. Peter was a founding member, then chair for a decade, of the Hunter New England Area Clinical Ethics Committee. In 1996, along with Ian Kerridge and John McPhee, he founded the Clinical Unit in Ethics and Health Law (CUEHL) at the University of Newcastle. After spending time as the Head of Discipline for Medical Ethics at Newcastle University, he is now a leading advisor to the State and Federal health departments on the subject of medical ethics and end of life decision making.



Associate Professor William Silvester

'Communication strategies for talking about issues related to death, dying and grieving, including organ and tissue donation with culturally, religiously and linguistically diverse communities'

Associate Professor William Silvester is The Director of the Respecting Patient Choices Program at the Austin Hospital. He is also an intensive care specialist and a medical consultant for DonatLife, the Victorian Organ Donation Service and the President of the International Society of Advance Care Planning and End of Life Care. He is Chair of the Australian & New Zealand Intensive Care Society (ANZICS) Death & Organ Donation Committee, the ANZICS End-of-Life Care Working Group, the Royal Australasian College of Physicians End of Life Working Party. He also chairs the Commonwealth \$15M Advisory Services Project delivering advance care planning and palliative care to aged care and GPs nationally. His current professional areas of interest include advance care planning, end of

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life care and organ donation. He undertook his training in Perth and London and has been at the Austin Hospital since 1996.



Dr Ranjana Srivastava

‘Communication strategies for talking about issues related to death, dying and grieving, including organ and tissue donation with culturally, religiously and linguistically diverse communities’

Dr Ranjana Srivastava is a medical oncologist and award-winning author. She is the winner of a Fulbright award which she used to complete a fellowship in medical ethics and communication at the University of Chicago. Ranjana's first book, *Tell Me The Truth: Conversations with my Patients About Life and Death* was shortlisted for the NSW Premier's Literary Prize. Her second book, *Dying for a Chat: The Communication Breakdown between Doctors and Patients* won the Australian Human Rights Commission Literature Prize. Her work has been featured in various media including *The Age*, *The Guardian Australia* and prestigious journals. Ranjana works in the Victorian public hospital system.

Mr Jasbir Singh Suropada

‘Religious and spiritual needs in relation to death, dying and grieving including beliefs regarding organ and tissue donation’

Mr Jasbir Singh Suropada is the Vice-Chairperson of the Sikh Interfaith Council of Victoria.



Dr Gopal Taori

‘The organ and tissue donation process and respect for cultural and religious sensitivities’

Dr Gopal Taori was born in India, where he did his initial education and medical training. He came to Australia in 2005 for advanced training in Intensive Care Medicine. He was fascinated with multicultural Australian society and decided to migrate here with his family. He has been working as an Adult Intensive Care Specialist at Monash Health since 2009. As a Medical Donation Specialist, he has successfully led his team in the implementation of the National Reforms Agenda for Organ and Tissue Donation at Monash Health. Over four years they have managed to bring a turnaround in the culture and outlook towards organ donation. From just one or two donations a year, because of many missed opportunities a few years back, Monash Health is among the most active centres for organ donation in the country. For their good work, Gopal has been nominated as one among three people who have “driven change” by the Victorian DonateLife Network. Recently, he has taken on the clinical leadership role with regards to CALD initiatives at DonateLife Victoria. He is an active participant in various Indian cultural activities including Theatre, Musicals and yes, Bollywood dances. One of his dreams is to start his own signature Indian restaurant.

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Chairs (in alphabetical order)



Mr Sam Afra

Born in Beirut, Sam stems from successful generations of traders who left their marks in the trade and custom services sectors. After secondary college, Sam studied law & banking where at age of 24 he held a senior executive position on the Board of Management of the banking institution he was working for. To escape the war in Lebanon, he migrated to Australia in 1984 where in his first ten years worked in various industries and small business. In July 2003 Sam was elected as the inaugural Chairperson of the Ethnic Communities Council of the South East. In November 2007, Sam was elected as the Chair of the Ethnic Communities Council of Victoria ECCV until 2011. In 1997 Sam was elected Councillor with the City of Casey, is a Justice of the Peace, and sits on various boards and committees. Currently he is the Dandenong Electorate Office Manager.



Mr Ross Barnett

Ross has worked in multicultural affairs for most of his career and has particular experience in the management of small to medium size community organisations. A passionate advocate for multiculturalism and cultural diversity, Ross has worked in management positions at the Department of Social Security, the Victorian Ethnic Affairs Commission and in a range of community based organisations including The Southern Migrant and Refugee Centre, Russian Welfare Society and Ethnic Link Services. A qualified social worker who also has an Arts Degree from Monash University, Ross has worked extensively overseas in refugee support and other humanitarian programs and in 2009 returned home to take up his current position of Executive Officer of the Ethnic Communities' Council of Victoria. In this role Ross has restructured the operational side of the organization and grown its capacity to develop policy, influence government and deliver projects.



Professor Gary Bouma AM

Gary D Bouma AM is the UNESCO Chair in Intercultural and Interreligious Relations – Asia Pacific, Emeritus Professor of Sociology at Monash University, the Australian node of the Religion and Diversity Project, University of Ottawa, Acting Director of the Global Terrorism Research Centre, and Associate Priest in the Anglican Parish of St John's East Malvern. He is President of the Australian Association for the Study of Religions. He was Chair, Board of Directors for The Parliament of the World's Religions 2009. His research in the sociology of religion examines the management of religious diversity in plural multicultural societies, postmodernity as a context for doing theology, religion and terror, religion and public policy. He is the author or co-author of over 25 books. Recent books include: *Australian Soul: Religion and Spirituality in the Twenty-First Century* (Cambridge University Press); *Democracy in Islam* (Routledge); *Religious Diversity in Southeast Asia and the Pacific Islands: National Case Studies* (Springer); and *Freedom of Religion and Belief in 21st Century Australia* (Australian Human Rights Commission). His latest book is *Being Faithful in Diversity: Religions and Social Policy in Multi-faith Societies* (ATF).

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Ms Lynn Cain

Lynn Cain has over 25 years of experience in developing and delivering training, particularly in the arts and culture as well as the health and welfare sectors. Over the past 11 years, Lynn has been working at the Australian Multicultural Foundation as Training and Project Manager where she has developed a solid expertise in management and delivery of programs, locally and nationally. Lynn brings expertise in the area of education where she has developed and implemented training manuals to various sectors of the community to increase cultural understanding within the Australian context.



Ms Carmen Calleya-Capp

Carmen Calleya-Capp has a strong background in education leadership and community strengthening programs. She was a member of the State Board of Education (1985 - 1989) and she chaired the Aboriginal Language Project. She was also on the Ministerial Advisory Committee on Multicultural and Migrant Education. Carmen was the Secretary of the Victorian Ethnic Affairs Commission (1988-1990) and was involved in the implementation of the English on the Job in the Health sector. Carmen has held a variety of positions in the community sector, including Chair of the Victorian Cooperative for Children's Services for Ethnic Groups (VCSEG), the state-wide pre-school CALD children's services body. Carmen has been involved with the Maltese community for over 30 years. She was Director of Welfare for the Maltese Community Council of Victoria where she established Home Care Packages and also worked with the Dominican Sisters of Malta to build a residential aged care facility. Recently, Carmen has been working with the Council in the areas of governance, strategic planning and quality improvement.



Ms Monica Dowling

Monica Dowling is a Nurse Donation Specialist at Northern Health in Epping, an area incorporating 130 cultural groups speaking more than 90 languages. Monica has tertiary qualifications and experience in Nursing, Hospital Administration, Critical Care, Occupational Health and Health Law. In her role, Monica's focus has been to ensure those of non-English speaking background have sufficient access to information to enable them to discover the facts about organ donation, to decide whether to become an organ donor and to discuss this decision with their loved ones. With this in mind, Monica obtained commonwealth government grants, one of which enabled her to conduct an awareness campaign within the Italian community. A second grant facilitated the development of a DVD to support interpreters, pastoral care and health care staff involved in end of life and organ donation conversations with non-English speaking families. This DVD has been distributed nationally to all major hospitals.

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