

“You can’t do it by yourself”

**Practising Positive
Partnerships
in the Ethnic and Multicultural
Community**

**Adjunct Associate Professor Susan Feldman Health Innovation and
Transformation Centre**

Federation University Ballarat

Harriet Radermacher U3A London

Copyright compliance is the responsibility of staff. Infringement may leave the University exposed. Copying and communication of 3rd party or copyrighted content must comply with both the Copyright Act (1968) and Federation University Copyright policy. If this presentation is to be recorded participants consent must be obtained as set out in the Federation University Information Privacy policy.

Copyright Act 1968

[WARNING]

Some of this material may have been copied [and communicated to you] by or on behalf of Federation University Australia in accordance with the statutory licence in section 113P of the Copyright Act. Any further reproduction or communication of this material by you may be the subject of copyright protection under the Act.

Do not remove this notice.

THE CONTEXT

- Extensive Research AND engagement with older community dwelling women and men
- Extensive Research AND engagement with Culturally Diverse organisations
- Current member of philanthropic funding committees
- Post Covid landscape and changes in government and philanthropic funding
- Increase in older cohort from diverse backgrounds both in home and in residential care

INTRODUCTION

Focus will be on a particular research project

What was the PPP project?

Research findings

Are these findings relevant to your organisation in 2022?

RESEARCH AIMS

To explore the role and experiences of partnerships within the EMCAC sector in addressing the needs of older people from CALD communities



OUR WORKING DEFINITION OF A PARTNERSHIP

“..a relationship where two or more organisations with compatible goals, have a formal or informal agreement to work together in order to strengthen service delivery for older CALD community members”

IS A PARTNERSHIP?

NETWORKING
COORDINATING
COOPERATING
OR
COLLABORATING



Himmelman, 2001 Partnership Continuum

IS THIS A PARTNERSHIP?



PARTICIPANTS IN THE PPP PROJECT

INDIVIDUALS – WOMEN AND MEN

ORGANISATIONS INCLUDING:

ETHNOSPECIFIC

MULTICULTURAL

STATE GOVERNMENT

LOCAL GOVERNMENT

PROGRAM MANAGERS

SERVICE CO-ORDINATORS AND DELIVERERS

PARTICIPANTS WERE ASKED

Why does your organisation seek to form partnerships with other organisations?

What factors influence your organisation's ability to foster partnerships with other organisations?

What are the building blocks of a successful partnership?

What factors hinder the formation and maintenance of partnerships?

FINDINGS

1. Differing definitions of partnerships
2. Differing view about the benefits of partnerships
3. There are a range of influences on partnerships
4. Questions about the future of partnerships

1. DEFINING PARTNERSHIPS

“...it’s a broad, almost meaningless [definition], because collaborating, coordinating, exchanging information, you really couldn’t even run a service if you didn’t do that...it really comes down to business as usual.”
(MCO)



“..we cooperate together. We’ve got the same goal, to help the client, but I don’t think you could call it a partnership.” (ESO)

DEFINING A PARTNERSHIP

Is a network a partnership?

“These days I think people are more comfortable in crossing over into networking and CALD partnerships is something like what happens at the next stage after networking” (MCO)

2. BENEFITS OF PARTNERSHIPS

Increasing need for organisations within the EMCAC sector to work together

Promotes organisational development

Facilitates access to resources/community

Avoids tokenism

Better meets client needs

*“Working alone in this vast area, either it’s the geography or the limited funds or a lot of work to do. **You can’t do it by yourself.** So you have to do it with others”*
(MCO)

3. KEY INFLUENCES ON PARTNERSHIPS

- Professional capacity

“you’re not going to work in partnership with someone who you think can’t deliver” (MCO)

- Trusting Relationships

“They are looking for partners but we are not in the right partnership, not the right community. So it’s all going back to the government to decide who they want to fund in their planning (MCO)

INFLUENCES cont'd

External influences

- Top-down forces and restrictions

“You can’t go beyond certain areas as a catchment because that’s where you’re funded for and that’s where you have to work” (MCO)

- The mosaic of ethnic ageing communities

“They’re looking for partners but we’re not the right partner, not the right community. So it’s all goes back also to the government, who they want to fund in their planning” (MCO)

ORGANISATIONAL CAPACITY AND UNEQUAL POWER

- Limited organisational resources and capacity to build meaningful partnerships
 - e.g. money, time, skill, support, structures, volunteer dependent
- Smaller organisations are PARTICULARLY disadvantaged

LIMITED RESOURCES INHIBIT PARTNERSHIPS

*“They’ve [smaller organisations] **got the expertise**, they know the needs but they just haven’t got the resources to take part in things like that [partnership work].”*

(MCO)

SMALLER ORGANISATIONS ARE DISADVANTAGED

*“..the small organisations don't have the infrastructure. They **don't have the capacity**. They're not well trained to write up a very good submission. They can't employ someone to write a brilliant submission to get the funding.” (ESO)*

*“What was a negative is that they [other mainstream partner] had the final say about what we can do or where we can go... there was a bit of consultation. They would take the advice but **the final say is for them**. It wasn't [ours]. Like who do we meet, where to go, what time and how much we spent here with tender.” (ESO)*

SUMMARY

STRATEGIES FOR SUCCESSFUL PARTNERSHIPS

Include:

- Equality
- Formal liaison personnel
- Identify roles
- Education
- Opportunity
- Protocols & processes

*“See with the partnership you’ve got the power which is divided between the partners. You’ve got totally different power than working with even half professionals, with the social workers. They have bigger power very often than I have...I think that the power should be equal, if you want to talk about mutual friendly partnership that will be growing strong and effective. So **you need that power to be equal and financial responsibility to be equal too**”. (ESO)*

THANK YOU

References: Partner or Perish?

Exploring inter-organisation partnerships in the multicultural community aged care

Health and Social Care in the Community (2011) 19(5),550-560

ECCV website

Practicing Positive Partnerships in the Ethnic and Multicultural Community

Susan.Feldman@federation.edu.au

ACKNOWLEDGEMENTS - PROJECT PARTNERS

Monash University Healthy Ageing Research Unit Faculty of Medicine, Nursing and Health Sciences.

This project was also supported by the Victorian Department of Health

