



3CR COMMUNITY RADIO **Annual Report**

2020

3CR community radio provides a media space enabling progressive communities to voice ideas and build their power to create social change

3CR gained its licence in 1976 and is considered Australia's first community-owned and community-run grassroots radio station. We are a diverse community of over 450 volunteer broadcasters producing over 125 radio programs each week in multiple languages. We prioritise the voices of women, LGBTIQ+, First Nations people, workers, refugees, and the many issues and people misrepresented and under-represented in the mass media.

3CR holds a deeply informed and radical philosophy of what radio and community media can be—through our program content we advocate and agitate for social and political justice and transformation, and through our organisational model we show how radical, independent media can give power to communities.

CONTENT

3CR staff and committee members 04

Chair Report 05

Station Manager Report 07

Programming 13

3CR online 16

Projects 17

Training 19

3CR affiliate members 21

2020 Audited Financial Report 23

Thank you 26

Committee of Management

The Committee of Management (CoM) is made up of affiliate members and elected station and subscriber representatives. The role of the committee is to oversee the direction of 3CR, to ensure that funds and property are effectively managed and that 3CR complies with all regulatory requirements.

2020 Committee of Management

Chairperson: Pilar Aguilera | Vice-Chairperson: Joe Malignaggi

Treasurer: Perambalam Senthoooran | Secretary: Michele Vescio

Directors: Beth King, Emma Hart, Fiona York, Heath Rickard, James McKenzie, Joe Wally, Paris Andriske, Therese Virtue

Staff

Station Manager: Rachel Kirby | Program Coordinator: Michaela Stubbs

Projects Coordinator: Juliet Fox | Current Affairs Coordinator: Gab Reade

Office and Finance Coordinator: Loretta O'Brien

Volunteer and Training Coordinator: Leanne McLean

Technical Assistant: Riah Williams

Contract staff

Technical Coordinator: Greg Segal – GWS Audiovisual | IT Coordinator: Luke Neeson

Auditor: Simon Hourigan

Subcommittees

Finance Sub Committee, convener: Loretta O'Brien

Program Sub Committee, convener: Michaela Stubbs

Projects Sub Committee, convener: Juliet Fox

Technical Sub Committee, convener: Rachel Kirby

Training Sub Committee, convener: Leanne McLean

CHAIR REPORT

Pilar Aguilera

What a year that was! We survived! During 2020 we lived through extraordinary and unprecedented times. I can proudly say that the 3CR community rose to the challenges that were presented in these unusual times. The station continued to broadcast and resource programs, and the volunteers have continued to produce high quality programs remotely. Programmers adapted to recording and editing from home and utilised a wide range of online tools. Needless to say, the learning curve was steep for everyone.

I would like to particularly thank and acknowledge the 3CR staff who have worked under very difficult conditions for the last 12 months and have done a fabulous job of maintaining not only quality broadcasting but have also created a safe workspace and planned return to the station post-lockdown. We were very aware of the extra demands put on staff during 2020 and both the work done during lockdown and the slow return of programmers to the station was

met with professionalism and dedication as always. The station has been modified to be COVID safe as programmers have returned to the station for live broadcasting over the last few months.

I'd also like to thank all members of the Committee of Management for continuing to meet remotely online and make informed decisions every month. We've had to discuss and make difficult decisions with regards to programmers accessing the station and making sure that staff are able to continue to work in a safe environment. We were very aware of the extra pressures put on staff during the last 12 months and recognised the need for constant checks to people's mental health during this time.

When I reflect on the ability of everyone at 3CR to adapt to the new circumstances I see a robust and resilient team of people committed to the community and putting health and wellbeing first. A community that is also dedicated to continue broadcasting the issues that matter.



The 3CR community is as diverse as the programs that are represented across the grid. It has been that diversity and care for the vulnerable in our community that has been uppermost in our mind when making decisions during 2020. Despite the challenges we faced we were able to submit a very detailed and well thought out Strategic Plan for 2020-2025 to ACMA which shapes the road ahead for 3CR.

I'd like to thank the working group and in particular one of our new members on the Committee, Heath Rickard for his dedication to this task. This document will be referred to constantly over the next few years to help us meet the objectives we've set ourselves. Due to the COVID crisis, we were not able to have our yearly Radiothon fundraiser in June. We held an online Station Appeal

that was incredibly successful despite the financial hardships many in our community are facing. I'd also like to thank our hardworking staff, in particular our Station Manager Rachel Kirby for showing exceptional leadership and vision during this time.

I'd like to thank the programmers and all volunteers for continuing to program remotely and adapting and learning new ways of programming. Despite these challenges, we have continued to produce quality radio and I am proud to be part of this community.

The year ahead will have new challenges that I'm sure we will face with strength and resilience.

Photo caption: LatinX community in studio one for Roasting the Patriarchy, International Women's Day special broadcast

STATION MANAGER REPORT

Rachel Kirby

2020 was a year for the history books. Unprecedented fires, a global pandemic and a Liberal Government raising welfare payments for a moment in time, without the sky falling down. The year also saw the most significant changes to the day-to-day life of 3CR since our first broadcast in 1976.

Before 'lockdown' entered the vernacular, 3CR's Committee of Management decided to close the station to all volunteers on Monday 23 March. The decision recognised the growing concern of community transmission of COVID-19 and the increased risk for marginalised communities, many of whom came in and out of our busy station to broadcast, volunteer, be interviewed, or drop in for a cup of tea. Over the following months, Melbourne experienced varying stages of lockdown restrictions, allowing only limited broadcasters and staff in the building to help keep the station on-air.

In those first few months, 3CR sent out the station's computers, laptops, microphones and headsets to our broadcasters who needed them. The staff team grappled with what seemed at the time, the herculean task

of providing remote broadcast training, guidance and support to our community. The staff and technical team also had to design and create new systems to cope with offsite working and the delivery and management of remotely produced shows.

Our broadcasters, who produce over 120 weekly programs were required to learn new technical skills to keep their shows on air. Despite the significant challenges, our community rallied, demonstrating their resilience and commitment to 3CR and helped us to move from a predominantly live program grid, with all the community interaction that brings, to one of remotely pre-produced programming.

The experience taught us some new tricks and skills and highlighted some of the underlying resource constraints that the station, to varying degrees, has always operated under. We are learning how to use remote working tools to our advantage, which will have ongoing benefit to the station in providing flexibility in training, community engagement and broadcasting in the years to come.

It also highlighted the intense need that many of our programmers have to be in the actual station building - to come together with community, to interact with fellow volunteers, and to engage with community building in person. In Real Life as it is now known #IRL. The space and place of the physical station remains important and an ongoing priority for the health of our volunteers and staff.

At the heart of all the difficult decisions that were made by staff, sub committees and our Committee of Management throughout 2020, we tried at all times to be guided by our values. To provide access to the resources of the station to the most marginalised in our community, and to prioritise and support community voices through what was and continues to be, extraordinary times.

I would like to acknowledge our broadcasters for remotely producing and delivering programs that gave our communities the opportunity to speak about their experiences of 2020, offering our listeners, community focused analysis of the most significant social and cultural upheaval in recent history.

I would like to thank our listeners and affiliate members, their messages of support and financial contribution helped to keep our heads above the fray.

Finally, a sincere thank you to the 3CR staff and technical team, sub committees and Committee of Management for their knowledge, strength, skills and

commitment to keeping our community together and on-air.

Our weekly programming is a rich diversity of content brought to air by over 400 volunteers representing a large number of communities. Our volunteers and their programs keep 3CR firmly tethered to the communities we represent.

We broadcast over 120 programs in 14 languages, providing supported broadcast opportunities to communities who are either not represented or under-represented in community or mainstream media.

Despite COVID restrictions and the challenges of remote broadcasting throughout 2020 3CR continued to deliver community led analysis and critical counterpoints to the mainstream coverage of the impacts of COVID on our diverse communities.

BUILDING AND TRANSMITTER UPDATES

COVID safe planning

Throughout 2020, 3CR made improvements to our building to support COVID safe procedures and practices all in preparation for the staged return of programmers to live broadcasting.

We painted doors, studios and handrails to make regular cleaning of high contact areas easier. We installed hands-free taps in the bathrooms and contactless hand sanitisers throughout the building.



We installed perspex screens in the studios and adapted studio use procedures.

As required, the station has a COVID-safe action plan that includes all regulatory requirements to support contact tracing and reporting. This also applies to the stations two transmission sites in Atherton Gardens and Werribee.

SECTOR FUNDING AND ENGAGEMENT

Community Broadcasting Foundation

We were fortunate to be successful with our content and development and operations CBF 2020 grant applications. Additionally, we received CBF funds from two grant rounds specifically targeted to COVID impact support.

Community Broadcasting Association of Australia, CBAA

3CR participated in a number of sector conversations and surveys led by the CBAA to assess the impacts of COVID on the community-broadcasting sector. These presented additional opportunities to connect with community radio stations both within Melbourne and across Australia who all transitioned to varying degrees of remote broadcasting.

3CR staff and volunteers attended the online CBAA conference in October with 3CR's podcast project QR Code winning the Community Radio award in the Best Radio Program Talks category.

Photo caption: Broadcaster Annie McLoughlin (foreground), Survival Day Rally, Melbourne



GOVERNANCE

Strategic Plan

In early 2020 the Committee of Management approved the stations 2020-2025 Strategic Plan. It covers six key areas and encapsulates the station's values, aspirations and purpose. The Strategic Plan is published on the 3CR website.

Community Access broadcast license

In August 2020, the station's 2020-2025 license renewal application was approved by the ACMA. We will reapply for our broadcast license in late 2024.

Station Policies

Throughout 2020 the Committee of Management continued the process of reviewing and updating the station's policies. Our reviewed and revised policies will ensure the organisation's practices meet regulatory requirements and provide adequate and clear guidance to staff, committees and volunteers.

FINANCIAL SUMMARY

As our audited financial report reveals, we had a positive financial result in 2020, due in large part to 3CR's eligibility to receive federal government economic

support. Over the course of the year, we had a significant downturn in service income and fundraising, a direct impact of COVID restrictions. A summary of the 2020 audited financial report is included below.

Subscriptions

As at 31 December 2019 we had 830 subscribers, a total of 195 new subscribers, a decrease of 57 on the previous year. We aim to reach 1000 subscribers by the end of 2021.

Station Appeal

We realised in the early stages of preparing for our annual fundraising event, that our Radiothon model was not possible given COVID restrictions. In its place we held an online Station Appeal receiving over 2,000 individual donations from our listeners and supporters.

Affiliate membership

In 2020 the Community Radio Federation consisted of 33 affiliated community organisations and unions. Our members provide financial support through annual fees and covering the costs of their studio and on-air production costs. Political and financial support from our union affiliates continues to play a crucial role in both the governance and financial health of our organisation. A special thank you to our current union affiliates the Australian Manufacturing Workers' Union, CEPU Electrical Division, CEPU Plumbing Division, CFMMEU

Construction & General Division, Maritime Union of Australia, National Union of Workers and the Tenants Union of Victoria.

External funding

Funding from the Community Broadcasting Foundation supports some of our core programming allowing us the financial resources to deliver the diverse programming put to air. Additional external project funding supported the 2020 Beyond the Bars project and our special International Day of People with Disability broadcast, 'Re-Imagining Disability Justice'. We also received funding through the Victorian Department of Premier and Cabinet as part of the Multicultural Media Grant to purchase much needed equipment to support the station's IT infrastructure.

Bequests

In 2020, we received notification of bequests from 3CR supporter Frederick Rooks and long-term broadcaster Ralph Knight. Both Frederick and Ralph were active supporters of 3CR and their bequests will continue to support our work. For information on how you could arrange to leave a gift to 3CR in your will please contact our Station Manager.

Photo caption: Jan Goldsmith recording *Published Or Not* from her 'home studio'

PROJECT FUNDING 2020

Community Broadcasting Foundation

Development and Operations - Transmission subsidy	\$ 9,223
Development and Operations - Staff Salary Subsidy	\$ 55,130
Covid Support Grant - Round 1 2020/2022	\$ 5,000
Content Development - Specialist Indigenous	\$ 62,972
Content Development - Specialist Ethnic	\$ 31,152
Content Development - National Program	\$ 87,348

Total **\$250,824**

Local Government

City of Yarra

<i>Beyond The Bars</i>	\$ 23,029
International Day of People with a Disability Project	\$ 23,029
Disability Training Project (2019)	\$ 2,800
Burning Vinyl - Equipment grant	\$ 1,990

Total **\$ 50,847**

State Government

Department of Justice and Community Safety

<i>Beyond The Bars</i>	\$ 12,240
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Department of Premier and Cabinet

Multicultural Media Equipment Grant	\$ 22,680
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Total **\$ 34,920**

Federal Government

Department of Social Services

Volunteer Equipment Grant	\$ 5,000
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Total **\$ 5,000**



PROGRAMMING 2020

Despite remote broadcasting, lockdown isolation and all of the social and economic impacts of 2020, our broadcast community kept 3CR's radical radio alive and on-air.

A special mention to our community language broadcasters who kept their communities connected and informed with health messaging and support, and our music and arts programmers who helped to keep music and art alive when we needed it most.

A huge range of significant issues were discussed on air throughout 2020, including the historic entry of Lidia

Thorpe to the Federal Senate (Black Block), in-depth analysis of the global rise of right-wing extremism and conspiracy theories (Yeah Nah Pasaran), and the ongoing climate emergency (Earth Matters). Current affairs programs covered the public housing crisis, homelessness, COVID economic impacts on marginalised and low income communities, refugee activism, domestic violence, the gendered impact of COVID restrictions on workers and much more.

In addition to our regular programming we also broadcast a number of special and outside broadcasts, some of the selected highlights are below.

Photo caption: Melbourne 2020 Dawn Service,



Invasion Day

In 2020, 3CR marked Invasion Day with special programming and live coverage of the Melbourne rally. Across seven hours, our programming revealed the real history of Australia, covered local and interstate events and rallies, demanded justice and celebrated the survival and culture of Aboriginal people. You can listen back to the broadcast HER:E www.3cr.org.au/InvasionDay2020

Roasting the Patriarchy

3CR's International Women's Day special broadcast dished up another feast of radical ideas to end gender inequality. Centring the voices of First Nations, refugee, migrant women and gender diverse people. Challenging liberal and corporate feminisms in discussions on sovereignty, workers rights, ableism, nuclear disarmament, environmental justice, animal rights, music and performance. You can listen back to the broadcast HERE: www.3cr.org.au/iwd2020

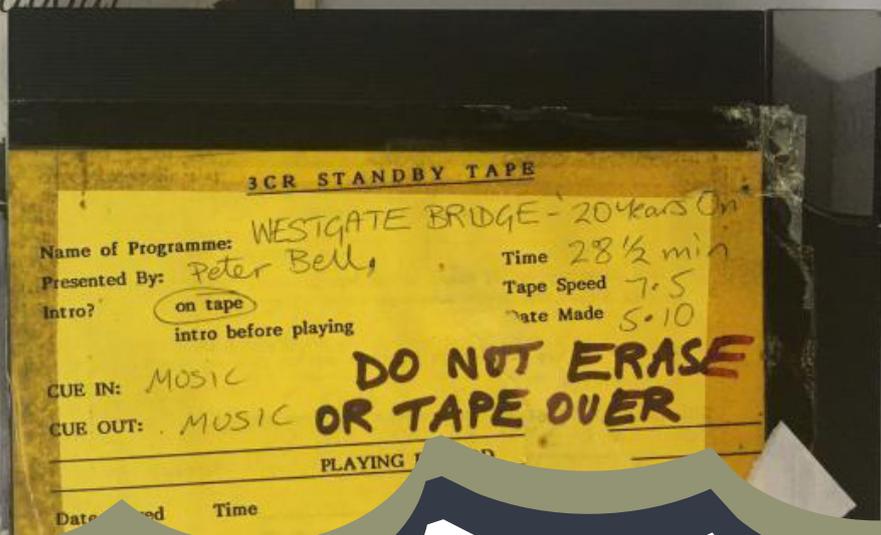
Safety For Who? Abolitionist perspectives on Criminalising Coercive Control

In September 2020, a private member's bill was introduced into the NSW parliament, which aimed to criminalise 'coercive control'. In response to the concerns of marginalised communities and the media coverage on the issue, a panel was organised by the Tuesday Breakfast team to explore the anti-criminalisation arguments with those most affected and at-risk. The panel provided a platform for community voices and lived experience, and the clear intersection between abolitionist politics, structural racism and classism, and intersectional feminism.

The panel featured Tabitha Lean, Monique Hameed and Georgia Mantle, facilitated by George Maxwell. You can listen back to the broadcast HERE: www.3cr.org.au/tuesday-breakfast

'westgate bridge disaster' and other songs of labour

sung by Ken Mansell



Westgate Bridge disaster 50 years on

On 15 October 1970 the Westgate Bridge in Melbourne collapsed during construction killing 35 people and injuring many more. 3CR marked this important 50 year commemoration with a special broadcast featuring audio from our archives. You can listen back to the broadcast [HERE](#):

www.3cr.org.au/westgatebridge

16 Days of Action on Gender-Based Violence

In the lead up to Human Rights Day 2020, 3CR's feminist and gender activists bring you content produced by and for grassroots activists demanding change for the annual 16 Days of Activism against Gender-Based Violence Campaign. You can listen back to the all of the special programming [HERE](#):

www.3cr.org.au/protests/episode/16-days-action-gender-based-violence

SlutWalk

3CR collaborated with SlutWalk Melbourne to bring the annual global SlutWalk movement to end slutshaming and victim blaming to the airwaves. Asking listeners to 'Turn it up loud and let the speeches fill the streets, kitchens and backyards. Tell the world, even in a pandemic, we will not be silenced! SlutWalk - it's a controversial name, not a controversial message.' You can listen back to the broadcast [HERE](#)

www.3cr.org.au/protests/episode-202011291300/slutwalk-2020

Photo caption left: Roasting the Patriarchy International Women's Day artwork by Gabriela Gonzalez

Photo caption right: Westgate Bridge ephemera from the 3CR archive

3CR ONLINE

3CR broadcasts on 855AM, 3CRDigital and offers streaming, audio on demand and podcasts to our listening audience. We have a steadily increasing online media presence and engage with our community of listeners through our website, e-news and social media platforms.



@3crrmelbourne

2,500 people follow the station on Instagram, with many more shows curating their own accounts providing a great visual insight into programming at the station.



@3CR

Our Twitter account is an important way to connect with our communities and to promote upcoming content as well as share audio that people have missed. In 2020 we have 8,500 followers.



www.3cr.org.au

Engagement with the community via our website has swelled to just under 20,000 site visits per month, while our monthly eNewsletter is distributed to over 3,000 inboxes.



facebook/3crrmelbourne

Facebook remains an important platform for connecting and communicating with people online, and in 2020 we had over 10,500 page likes and nearly 10,000 followers.



Audio on demand

The ability to listen anytime is growing in appeal across the 3CR community, with a monthly audience of nearly 4,500 accessing our audio on demand.



Podcast

3CR's weekly contribution to the world of podcasting grew to over 60 regular shows – increasing our station content's accessibility and reach via a range of podcast platforms.

IMAGINING DISABILITY JUSTICE



PROJECTS 2020

In 2020 some projects had to be put on hold until people could physically come together - these included live to air training for women and gender non conforming in audio engineering, and specialised youth radio training for the Eritrean community. Thankfully some projects were able to proceed!

We were able to connect with the prison community to deliver our annual prison broadcasts with Beyond the Bars, and Disability Day 2020 under

COVID presented some opportunities for expanded exclusion. annual prison broadcasts with Beyond the Bars, and Disability Day 2020 under COVID presented some opportunities for expanded exclusion. annual prison broadcasts with Beyond the Bars, and Disability Day 2020 under COVID presented some opportunities for expanded exclusion.

Photo caption: Imagining Disability Justice artwork by Ruby Allegra

Project Highlights

Imagining Disability Justice

On International Day of People with a Disability (IDPwD) 3CR presented 'Imagining Disability Justice' a 12-hour radio broadcast coordinated by Pauline Vetuna. The theme and artwork of the broadcast was inspired by the book 'Care Work: Dreaming Disability Justice', disabled mutual aid, and the soft, gentle care disabled community members have engaged in to ensure their comrades and loved ones had access to what they needed, when both the state and the public (locally and globally) conveyed through actions and rhetoric the message of our disposability. You can listen to Imagining Disability Justice HERE: www.3cr.org.au/disabilityday2020

Beyond the Bars 2020

In 2020 Beyond the Bars had to quickly adapt to the COVID-19 restrictions. We conducted phone conversations with inmates at five Victorian prisons and put the five hours of content to air during the first full week of July (even though NAIDOC Week was postponed).

We also delivered a video concert to each prison – it was a small studio concert by Kutcha Edwards with tailored messages for each prison location. In November we 'launched' the CD on air and online during the official NAIDOC Week for 2020. You can listen to *Beyond the Bars* HERE:
www.3cr.org.au/beyondthebars2020

Just a brief note to thank you so much for the disability programming on 3CR today, 3rd of December (IDPWD). If only other media outlets would hand over the airwaves to people with disabilities and let them speak and articulate their issues. As usual, 3CR is a pioneer, embracing and showcasing a community group that has important things to say. It was both illuminating and a joy to hear people with disabilities discussing many issues - if only their voices could be heard by many more Australians.

Thank you, 3CR, for understanding the word "inclusion"; for making IDPWD count, in a positive manner, by getting out of the way and letting people create their own content. It's "real" radio, and it is appreciated. —Listener feedback

I had a fabulous time doing 3CR's accessible training sessions. It was great to be in a small group with other disabled people, and in this case also disabled women, with similar passions and interests. Having Helen, in particular, as a tutor was very beneficial, as she shares some of my cognitive symptoms, and was able to relate directly to the barriers I was describing as we went through the lessons.

I had some knowledge about 3CR and radio production going in, and found lessons to be flexible so that I was able to focus on the things I didn't know. The switch to zoom, necessitated by the lockdown, went very smoothly for me. I'm now co-hosting and editing *Chronically Chilled* on 3CR, and having a blast being part of the community. Cheers! —Participant feedback

TRAINING 2020

In an average year, training sessions at 3CR take place in jam-packed studios with up to eight people squeezing into our smallest studio that was built comfortably for three. With COVID-19, our training delivery had to very quickly shift to remote delivery. On top of our general training for new volunteers, from one week to the next, our 400 volunteer program makers had to learn how to make radio from home.

Some existing volunteers relished the challenge and searched the internet for how-to videos on everything from audio recording and editing to microphone specs and started producing amazing content from their bedrooms and clothes cupboards. However, many of our volunteers did not have the equipment

nor the skills to learn how to make their programs at home and required considerable support. A huge array of training support materials were quickly pulled together and openly hosted on the 3CR website for all our volunteers to access, while laptops and microphones were dropped off to programmers who had no equipment at home. It was a massive effort by both staff and all of our volunteers who managed to learn the skills to produce incredible radio from home. We know that this training and resourcing was highly valued in terms of news, companionship and community engagement. While remote training in 2020 was certainly a success, we look forward to a return to crowding into studios back at the station.



Training Highlights

CMTO training collaboration

In September around 50 of our program makers took part in a four-part training course delivered online by the Community Media Training Organisation. Following the success of this, and with no lockdown end in sight, the Training Sub Committee repackaged our in-station training course as an online, Zoom-based experience. The training had a three-fold delivery model utilising live online Zoom sessions, CMTO video recordings and the matching of trainees with a mentor for one-on-one support. Overall it was an interesting and positive experience for the trainees, though not as engaging as being in the station which is infinitely more fun than Zoom!

Disability Radio Upskilling project

Due to the inaccessible nature of our training room which is upstairs in our old building, this project was an opportunity to provide tailored training to a group of existing 3CR broadcasters with a disability. The training covered interviewing, script writing, voice and mic technique, media law, audio editing and program design and presentation. The training included six participants and eight sessions delivered by skilled peer-trainers, and resulted in ongoing involvement by most of the trainees in regular weekly on-air content.

Photo caption left: 3CR broadcasters attending the online CMTO training



AFFILIATE MEMBERS

Community Radio Federation

3CR prides itself on being actively run by our community members, providing a high level of media access and participation to the communities we represent. One way we do this is this through our operating structure.

3CR is governed by the Community Radio Federation (CRF). The CRF is made up of representatives of affiliated member organisations and elected representatives who serve the interests

of the stations member organisations, volunteers and subscriber members.

We currently have 33 affiliated member organisations spanning an array of community language groups, unions and communities of interest.

A special thank you to all of the station affiliate organisations, you're political and financial support keeps us strong and independent.

Photo caption right:

3CR affiliate members 2020

AMIDA, Action for More Independence & Dignity in Accommodation
Anarchist Media Institute
Armenian General Benevolent Union
Australia Asia Worker Links
Australian Manufacturing Workers' Union
Australian Saay Harari Association Inc.
Beyond Zero Emissions
Borderlands Cooperative
Campaign for International Cooperation and Disarmament
CEPU Electrical Division
CEPU Plumbing Division
CFMMEU Construction & General Division
Council for the Defence of Government schools
Prosper Australia
Ceylon Tamil Association Victoria
Ethiopian Community Association
Federation of Community Legal Centres
Friends of the Earth
Friendship Australian Egyptian Association
Green Left Weekly
Housing for the Aged Action Group
Latin American Info Centre
Maritime Union of Australia
Melbourne Unitarian Peace Memorial Church
National Union of Workers
Unison
Squatters and Unwaged Workers Airwaves
Tenants Union of Victoria
The Boite
Victorian Jazz Club
Voice of West Papua
Wellways Australia
Tamil Refugee Council

FINANCIAL REPORT 2020

THE FULL FINANCIAL REPORT IS AVAILABLE UPON REQUEST

THANK YOU

Thank you to everyone involved in keeping 3CR on air.

Thank you to the subscribers and funders and a special thank you to all of the volunteers who donate their time, skills and knowledge.

3CR wouldn't exist without you.

Thank you to our 2020 funders, sponsors and supporters:

City of Yarra

Community Broadcasting
Foundation

Connecting Home

Corner Hotel

Corrections Victoria (Victorian
Government)

Creative Victoria

Department of Justice and
Community Safety
(Victorian Government)

Department of Premier and
Cabinet
(Victorian Government)

Holding Redlich

Internode

Koori Justice Unit (Victorian
Government)

La Mama Theatre

LEBA Ethnic Media

Leisure Options

Lomond Hotel

Media Insights

Moonee Valley City Council

New International Bookshop

Second Chance Cycles

Thorne Harbour Health



Premier
and Cabinet





3CR acknowledges that at the time of European invasion the totality of lands now known as Victoria were occupied by sovereign Indigenous nations who owned, cared for and enjoyed them in accordance with their laws, customs and traditions.

The Indigenous nations' sovereignty as well as their people's right of ownership, occupation, use and enjoyment of lands have not been ceded. The impact of invasion forced drastic changes on Indigenous peoples, including where

and how they lived, their languages, religion, health, economic status, freedom of movement and association, and in some cases their very survival.

We acknowledge all Indigenous people in Victoria today, including the original groups as well as clans, family groups and land owning groups; as well as their rights to their lands, self determination and control over their culture and traditions.

—3CR Constitution Preamble, 2011