

## **Anthea Hancocks**

*Scanlon Foundation*  
Chief Executive Officer



Anthea has an extensive background in community service, business development, education, communications, services marketing and strategy through senior leadership roles in private, government and not for profit organisations. Anthea is the Chief Executive Officer of the Scanlon Foundation committed to enhancing social cohesion in Australia. Anthea has held senior executive roles in the law, the NAB, the Melbourne Business School, Deloitte and Museum Victoria. She was Associate Professor at the University of Arizona. She has a B.Sc in zoology and anthropology, an MA in anthropology and business and an MBA in organisational development. She is an accredited mediator, Chair of YMCA Victoria, a Fellow of the AICD.

### **Social Cohesion Requires a Long Term Commitment**

The Scanlon Foundation has undertaken a range of initiatives which are informed by the Scanlon/Monash Index of Social Cohesion. The Index clearly shows that the indices of worth, social justice, acceptance/rejection, belonging and participation can change significantly depending on many factors including Federal Government policy or changes to the economy.

The cohesion of a community, a region or a nation is extremely fragile.

Social cohesion is the ability, and inclination, of a community to work together toward a mutually agreed and beneficial future for which everyone shares a responsibility and the benefits. Achieving this is not done by a single project or policy but only through effective leadership, co-ordination, between programs, geographies and individuals and a commitment to inclusion at all levels of society.

Currently we know that discrimination, in all its forms, is not reducing, community organisations continue to multiply and governments are reducing their areas of focus. The Victorian Government's commitment to the creation of the Social Cohesion and Multicultural Research Institute is a very practical response to this.

The Conference will hear in other sessions about the research informing the Scanlon/Monash Index and may also hear about one of our major initiatives, the National Community Hubs Program, which builds on this experience, and focuses on schools and the importance of education for new arrivals and recent migrants. The Foundation is working from place-based pilots that can be leveraged into multiple locations and create systemic awareness of cultural diversity and the importance of inclusion. Additional long term programs of the Foundation work with the corporate sector, local government areas and through community foundations.

The Foundation has deliberately taken a long term approach to its initiatives as well as a multi-layered approach to creating impact and strengthening social cohesion. It is now creating its own evaluation tool to assess impact, over time, on social cohesion.

