

# **INCLUSION ROADMAP**

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**PEOPLE OF COLOUR,  
ABORIGINAL &  
TORRES STRAIT  
ISLANDER  
COMMUNITIES**

# INTRODUCTION

## BACKGROUND

LGBTIQIA+ young people are more likely to experience discrimination on the grounds of sexuality, gender identity or intersex status.

Young people who are People of Colour (POC) and/or Aboriginal & Torres Strait Islander are more likely to experience discrimination on the grounds of race.

The experience of belonging to multiple communities and identities (in this case, LGBTIQIA+ young people who are People of Colour and/or Aboriginal & Torres Strait Islander) brings with it overlapping experiences of discrimination that are unique to those with only these identities.

We recognise that our mission to support all LGBTIQIA+ young people within Australia requires specific strategies and goals to engage with those most affected by discrimination. Through consultation with our young people, team and stakeholders, the 2020-2022 Minus18 Strategic Plan identifies LGBTIQIA+ young people who are People of Colour, as well as young people who are Aboriginal & Torres Strait Islander Communities as people to prioritise within our work.

## THE ROADMAP

This roadmap sits alongside the 2020-2022 Strategic Plan, as well as the day-to-day staff work plans. These are just some of the actions we are committed to in the coming 12 months, and will use this roadmap to continuously build upon and strengthen this work.

Currently, there are 4 main areas this work will take place:

1. Planning & Implementation
2. Funding and Prioritisation of Initiatives
3. Internal Inclusion, Diversity & Culture
4. Community Relationships and Elevation



# 1. PLANNING & IMPLEMENTATION

## STRATEGIC GOALS

- **GROW OUR LGBTQIA+ INCLUSION EDUCATION, WORKSHOPS AND TRAINING AUSTRALIA WIDE.**
- **DRIVE THE ACCESSIBILITY OF LGBTQIA+ EDUCATION AROUND AUSTRALIA.**
- **CHAMPION AND INCLUDE ALL YOUTH IDENTITIES.**
- **EQUIP LGBTQIA+ YOUTH WITH THE TOOLS AND SUPPORT THEY NEED TO BE TOMORROW'S LEADERS.**

## ACTIONS

## STRATEGIC PRIORITISATION

Through community and organisation wide consultation and planning sessions, young people of diverse identities within the LGBTQIA+ community were identified as priority areas for our work, including:

- » People of Colour (POC) identifying individuals named as priorities within the 2020-2022 Strategic Plan.
- » Aboriginal and Torres Strait Islander communities named as priorities within the 2020-2022 Strategic Plan.

## PLANNING WITH BOARD A&I COMMITTEE

The Access and Inclusion Committee of the Minus18 Board will lead a number of these initiatives. Including:

- » Regular A&I planning sessions are being held between the Staff Team and the Board A&I Committee. These are designed to create a space for A&I planning to be had as a whole organisation, and for teams to identify ways of working together, and supporting one another.
- » These will each have a focus to drive the work of the strategic plan within our organisation and programs, including POC, Aboriginal and Torres Strait Islander communities.
- » Staff A&I discussions will take place on the first Monday of each month, led by the Operations Manager, as a space to share learnings, feedback and identify gaps.

## REPORTING

- » The outcomes of the A&I Committee planning spaces are added into individual staff work plans.
- » Leadership are supporting the prioritisation of and capacity for access and inclusion initiatives within work plans.
- » These outcomes will be reported on quarterly at a team level during Staff Planning Days, and via CEO reports to the Minus18 Board.

# 2. FUNDING OF INITIATIVES

## STRATEGIC GOALS

- **GROW OUR SUPPORTER BASE AND REVENUE WHILE STAYING TRUE TO OUR VALUES AND MISSION.**
- **CHAMPION AND INCLUDE ALL YOUTH IDENTITIES.**

## ACTIONS

### ALLOCATION OF FUNDS

We are committed to funding new programs, not just ensuring our existing work is inclusive.

- » 100% of eCommerce and digital donations made during Pride month 2020 will be allocated towards funding the actions within this plan, and other projects as they are developed.
- » This work will be guided and shaped by staff and volunteers internally at Minus18, with the opportunity to explore relationships with POC, Aboriginal and Torres Strait Islander organisations and individuals.

### CORPORATE PARTNERS

Those we work with should share this work:

- » Our Partnership Process will be reviewed to implement additional parameters to ensure our partner organisations reflect our strategic priority to include and elevate POC and Aboriginal and Torres Strait Islander people.

### ARTISTS AND CONTRACTORS

- » We are committed to prioritising the funding of People of Colour and Aboriginal and Torres Strait Islander artists and contractors in our work, including at events, support programs and in creative development.

# 3. INCLUSION, DIVERSITY & TEAM

## STRATEGIC GOALS

- **CHAMPION AND INCLUDE ALL YOUTH IDENTITIES AT MINUS18.**
- **WE'LL STRENGTHEN PROFESSIONAL AND PERSONAL DEVELOPMENT OPPORTUNITIES.**

## ACTIONS

### TRAINING AND DEVELOPMENT

To increase internal skills, awareness and capabilities in driving inclusive, safe spaces within our organisation and programs, we will purchase training from community providers.

- » We will engage Democracy in Colour to equip our staff and board with the tools and knowledge to challenge the systems of oppression experienced by People of Colour within our organisation and the change we make.
- » Staff will be supported to use their Individual Training and Development Budgets to seek further development in this area, including paying members of the community for their time consulting on access and inclusion initiatives.

### RECRUITMENT

The Access and Inclusion Committee of the Minus18 Board will lead a number of these initiatives. Including:

- » All positions at Minus18 require the Key Selection Criteria of "Lived experience and professional connection to the access and inclusion priority communities - People of Colour, Aboriginal & Torres Strait Islander, Trans and Gender Diverse, Regional Rural, low socioeconomic and intersex communities."
- » The Access and Inclusion Committee of the Board has begun work on a project to identify practical ways the recruitment processes can include more diverse candidates.
- » Outcomes from this project will inform our recruitment process for staff and volunteers in 2021.

### DEVELOPMENT AND MENTORING

- » Further pathways will be built into our organisation, including the creation of volunteer, staff and board positions with access to mentoring and skill development.
- » In addition to the broader recruitment review, People of Colour and Aboriginal and Torres Strait Islander people will be prioritised for these positions.

# 4. COMMUNITY RELATIONSHIPS

## STRATEGIC GOALS

- **WE'LL SHARE OUR NETWORKS AND COLLABORATE WITH OTHER ORGANISATIONS TO AMPLIFY THE VOICES OF LGBTQIA+ YOUTH, DRIVE COMMUNITY AWARENESS, AND REACH BROADER AUDIENCES.**
- **WE'LL DOCUMENT AND SHARE OUR 20+ YEARS OF EXPERIENCE IN CREATING LGBTQIA+ YOUTH SPACES, EMPOWERING OTHER ORGANISATIONS AND YOUNG PEOPLE.**
- **WE'LL USE GRANTS AND DONATIONS TO CREATE OPPORTUNITIES FOR MORE SCHOOLS AND COMMUNITY GROUPS TO ACCESS FREE OR SUBSIDISED INCLUSION WORKSHOPS AND TRAINING.**

## ACTIONS

### RELATIONSHIP BUILDING

We recognise that we can't do this work alone.

- » We'll build meaningful relationships with community run by People of Colour, and Aboriginal and Torres Strait Islander communities to engage in this work.

### USE OUR VOICE

Minus18 has a unique position and reach within the community:

- » We'll use our channels to share content and messaging from other organisations, artists and community members who are People of Colour and/or Aboriginal and Torres Strait Islander people.
- » We'll reflect on and share the work that we do in this space, as a mechanism to maintain accountability, and encourage our supporters and stakeholders to do the same.



# **MINUS18** CHAMPIONS FOR LGBTQIA+ YOUTH

Australia's charity for LGBTQIA+ youth,  
changing lives through events, education  
and campaigns.

[MINUS18.ORG.AU](https://minus18.org.au)

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Our office is located on the land of the Wurundjeri and Boon Wurrung people. We acknowledge Australia's First People and Traditional Custodians of the lands this project took place. This always was and always will be Aboriginal land.



Our work wouldn't be possible if not for the tireless activism from the LGBTQIA+ heroes who have come before us. Their advocacy and protests have pathed the way for Minus18 — we stand on the shoulders of giants.