

YOUNG LEADERS PROGRAM

2021 — 2022

RECRUITMENT PACK



YOUNG LEADERS PROGRAM

INTRODUCING: THE MINUS18 YOUNG LEADERS PROGRAM

The Young Leaders Program is for LGBTQIA+ young people, aged 18-25 years old. The program will run for 10 months, with sessions designed to develop the skills, confidence and experience to inspire the next generation of LGBTQIA+ youth, while playing a starring role in Minus18's life-affirming events.

We're looking for 20 enthusiastic young leaders to take part in our Melbourne-based program, launching October 2021.

ABOUT MINUS18

Minus18 is Australia's charity improving the lives of LGBTQIA+ youth. We support LGBTQIA+ young people through events and digital platforms, and provide fee for service LGBTQIA+ inclusion training to schools, businesses and community organisations. Since 2011 over 100,000 young people have engaged in these services across Melbourne, Sydney and Adelaide, and millions more via digital platforms.

MINUS18 YOUTH & EVENTS TEAM



MITCH

THEY/THEM
PROGRAM COORDINATOR



MEG-AN

THEY/THEM
OPERATIONS MANAGER



MILLER

THEY / SHE / HE
EVENTS COORDINATOR

PROGRAM DETAILS

Who	We're recruiting 20 x LGBTQIA+ young people aged 18 - 25
Duration	10 months
Sessions	Each session, or 'QLab' will be between 1-2 hours fortnightly on Thursdays (between 4-7PM pending the individual session) and occasional weekend availability for Minus18 Events. To ensure Young Leaders get the most out of the program, we require a 90% attendance rate in order to graduate.
Outcomes	<ul style="list-style-type: none">» Strengthen professional and personal development» Foster pathways into further volunteer and employment opportunities» Strengthen connection to the LGBTQIA+ community and sector
Location	Minus18 Office, at the Victorian Pride Centre, 79-81 Fitzroy St, St Kilda VIC Additionally, this role will include some engagement at Minus18's Melbourne-based events. Pending COVID-19 restrictions, some QLabs may be delivered online.
Start Date	October 2021
Timing	Standard QLab times will be 2 hours, and fall somewhere between 4pm - 7pm, pending confirmed availability of successful candidates. Minus18 event times may vary.
Appreciation	Young Leaders will be thanked with a \$50 honorarium after attending each scheduled QLab Session or Event to cover costs associated with your involvement
Access	This role will primarily be located at the Victorian Pride Centre in St Kilda; an exciting, purpose-built space for LGBTQIA+ community organisations opening in 2021. This space includes: <ul style="list-style-type: none">» A raised Tram Stop within 100m from the building entrance.» All Gender bathrooms» Elevators and accessible bathrooms» End of trip facilities.» Dedicated prayer rooms.



YOU SHOULD APPLY IF YOU ARE:

- » Available across the QLabs and event dates
- » Looking to grow your personal leadership skills as an LGBTQIA+ young person
- » Willing to engage with and develop leadership skills and confidence
- » A good communicator and works collaboratively
- » Passionate about helping LGBTQIA+ youth through programs and events



WHAT YOU'LL BE DOING IN THE PROGRAM

1. TRAINING & UPSKILLING

This pillar is all about you and your development as a leader. We'll design QLABs that provide you with the opportunity to understand and find confidence with your own leadership style, to build on the skills you have, and learn more about leadership in the LGBTQIA+ sector.

We'll explore things like:

- How can I make spaces more inclusive, and why is that important?
- What does safe and effective LGBTQIA+ advocacy look like?
- How do I safely share my experience as a queer person? *(at work, at home, wherever!)*

These QLABs will be guided by Minus18 staff and feature special guests from the LGBTQIA+ community who are leaders within their field.

2. CREATION & IMPLEMENTATION

This is where you'll get to be part of the team that delivers Minus18's life-affirming in-person and digital youth events. You'll work with the Minus18 Event Coordinator to provide on-the-ground support at events, and implement those leadership skills that you'll be working on within the program!

Events include:

- Melbourne Queer Formal
- Midsumma Youth Dance Party
- Queer Crafternoon & Pride March
- Other digital event offerings
- + you'll work as a team to deliver an event designed by the Young Leaders!



3. SOCIALISING & CONNECTING

This is your chance to connect with the community. While there will be plenty of time to upskill and learn from expert guests, we will also provide you with the opportunity to connect with others in the Young Leaders program through interactive and fun social QLABs.

We'll mainly be based at the Victorian Pride Centre, so there'll be lots of chances to connect with LGBTQIA+ services located there too!

KEY PROGRAM DATES

OCTOBER '21

THURSDAY 21 OCT Young Leaders Program Launch

NOVEMBER '21

THURSDAY 4 NOV LGBTQIA+ Inclusion Workshop

THURSDAY 18 NOV What is Leadership?

DECEMBER '21

THURSDAY 2 DEC Introduction to Minus18 Events

THURSDAY 15 DEC End of Year Social Session

JANUARY '22

THURSDAY 20 JAN Queer Crafternoon ★

THURSDAY 27 JAN Midsumma Youth Party Event Briefing

SATURDAY 29 JAN Midsumma Youth Party ★

FEBRUARY '22

SUNDAY 6 FEB Midsumma Pride March ★

THURSDAY 17 FEB Safe Storytelling

MARCH '22

THURSDAY 10 MAR Young Leader Event Preparation

THURSDAY 24 MAR Choose Your Own Adventure: You Decide!

APRIL '22

THURSDAY 7 APR Youth Advocacy and Wellbeing

MAY '22

THURSDAY 5 MAY Young Leader Event Final Preparation

SATURDAY 21 MAY Young Leader Event ★

JUNE '22

THURSDAY 2 JUN Queer History Lesson

THURSDAY 16 JUN Inclusive Queer Spaces

THURSDAY 30 JUN Melbourne Queer Formal Event Briefing

JULY '22

SATURDAY 2 JUL Queer Formal Melbourne ★

THURSDAY 14 JUL Social Session

THURSDAY 28 JUL Program Graduation & Appreciation

★ = Minus18 Youth Events



HOW TO APPLY

INSTRUCTIONS

To apply for this role, please complete the following

- » Complete Google Form <https://forms.gle/YdZNWp8dgThBLvcM6>
- » Include a short, pre-recorded video (maximum 2 minutes) introducing yourself, and what you're hoping to get out of Minus18's Young Leaders Program

Please ensure your video is uploaded to a 3rd party service (such as YouTube, Dropbox etc) and shared via URL pasted into the relevant section on your Google Form.

APPLICATION CLOSE
SUNDAY 19 SEPTEMBER, 12AM
Early applications are highly encouraged

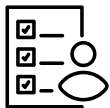
WHAT HAPPENS NEXT?

- » We'll review all the applications and create a shortlist for interviews
- » Shortlisted candidates will be involved in a small group interview with the team and other potential candidates. These will be conducted online. Interviews will take place across the Thursday, 30th September & Friday, 1st October
- » Successful candidates will be notified in early October

CHILD SAFETY

Please note: all successful applications must undergo a successful Working with Children Check and Police Background Check.

Minus18 is committed to promoting and advancing equal opportunity for young people, especially young people in our strategic priority groups (People of Colour, Aboriginal & Torres Strait Islander people, and people with culturally or linguistically diverse backgrounds). We encourage young people in our strategic priority groups to apply, and to let us know if any special assistance is required during the application process (including barriers to recording and uploading your video).



We have provided a significant amount of information about the role to support your application process. Research shows that men apply to jobs when they meet an average of 60% of the criteria, while other genders (and other intersecting identities) tend to only apply when they check every box. If you think you have what it takes but don't meet every single criteria above, we would still love to hear from you.

MINUS18

**AUSTRALIA'S CHARITY IMPROVING
THE LIVES OF LGBTQIA+ YOUTH**

The Young Leaders Program is supported by



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.