

ANNUAL IMPACT REPORT

2020 – 2021

MINUS18



MINUS18

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

2020 – 2021 ANNUAL IMPACT REPORT

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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 of the LGBTQIA+ heroes who have come before us. Their advocacy and protests have paved the way for Minus18 — we stand on the shoulders of giants.

    **MINUS18YOUTH**

MINUS18.ORG.AU

THE PEOPLE WE REACHED THIS YEAR

YOUTH PROGRAMS



2,660

LGBTQIA+ Youth attended events and programs.



71,848

Total since 2011

WORKSHOPS & TRAINING



11,490

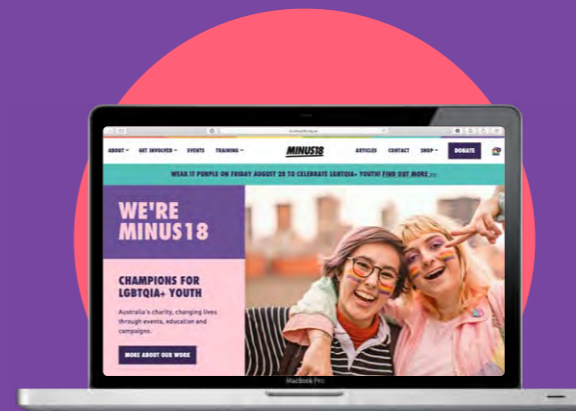
People attended Workshops and Training sessions.



33,142

Total since 2015

DIGITAL RESOURCES



926,592

People accessed free digital LGBTQIA+ resources.



4.2 MILLION

Total since 2015

AWARENESS ACTIVITIES



638,572

People attended Awareness Activities inspired by Minus18.



1.4 MILLION

Total since 2019

THE ISSUES AFFECTING LGBTQIA+ YOUTH

“ In year nine a friend told the whole school that I was bisexual. It was one of the toughest times in my life. I found Minus18, which was amazing. I had a safe avenue to meet others like me, and I got actual advice from people who understood me. I can't imagine getting through it without them. ”

Argo, 18 years old



UP TO

21%

Of high school students around the world identify as LGBTQIA+.¹

76%

Feel more lonely or isolated as a result of COVID-19 restrictions.²

66%

Will experience harassment based upon their identity.³

6X

More likely to experience depression in the past 12 months than other youth.⁴

1. La Trobe University (2019). GLAAD Accelerating Acceptance (2017). Minus18 Digital Events Consultation (2020).
2. Latrobe University (2021). 39.1 % vs 6.2% - Latrobe University (2020) Beyond Blue (2020)

HOW MINUS18 IMPROVED THIS DURING THE YEAR

" As a parent, I just want to say a BIG THANK YOU to everyone at Minus18. You're a place where our kids can go which is fun, affordable and safe. Mostly, where they can have a great time, just be themselves and not be judged. Thank you again for caring as much about our precious kids as we do. "

Louise, Parent of an LGBTQIA+ child



97%

of LGBTQIA+ Youth said Minus18 had a positive impact on their mental wellbeing.⁵

84%

of Secondary Students felt prepared to support their LGBTQIA+ peers after their Minus18 workshop.⁶

91%

of Teachers and Workplace participants felt prepared to support LGBTQIA+ people after their Minus18 workshop.⁷

74%

of Awareness Campaign Participants said Minus18 helped spark ongoing LGBTQIA+ inclusion initiatives in their community.⁸

5. Out of 2,256 participants Minus18 Post-Event Impact Surveys, (2020 - 2021).

6. Out of 4,909 participants LGBTQIA+ Inclusion Student Workshop Impact Surveys (2020 - 2021).

7. Out of 6,581 participants LGBTQIA+ Inclusion Training Impact Surveys (2020 - 2021).

8. Out of 1,344 participants Wear It Purple Day Participant Survey (2021)

YEAR IN REVIEW

DIRECTOR'S REPORT

The lives of LGBTQIA+ young people are changing at a lightning pace.

It can be challenging to keep up, which is why the day to day connection Minus18 has with young people across Australia is just so critical to the support we provide. This year we deepened the way in which we consult and gather ongoing feedback from queer youth to guide the work of Minus18 and our partners. Hearing their challenges, ideas, and fierce passion for creating a more inclusive Australia highlights just how critical the work we do at Minus18 is each day.

A PLACE TO BELONG

First and foremost, Minus18 is a place for LGBTQIA+ youth to belong. This year looked a little different, with events and youth programs being accessed mostly from the privacy of a bedroom. At the surface, reduced in-person connection is an isolating experience, but throughout the year we saw some incredible positives come from this pivot. Our engagement from young people in regional and rural areas grew significantly, as did the engagement from our younger audience.

It's heartwarming to see their faces and read their stories - 95% of young people at our programs shared that Minus18 made them feel less isolated during these challenging times. Removing the barrier of travel to participate in Minus18 for many has been a blessing, and as the world starts to open back up, we're committed to serving the almost 1 million people who accessed our online resource platforms throughout the year.

INCLUSION AND AWARENESS

While we can create the most inclusive space, it's an unfortunate reality that young people have to face a world that more often than not won't accept them. The good news is that students, teachers and parents are increasingly willing to learn about LGBTQIA+ inclusion, and our connection to young people provides us with a unique advantage to guide them.

The conversations we have with students, teachers, families and community members are critical to changing hearts and minds, and creating safe environments for our young people. This year, more schools and workplaces than ever turned to Minus18 to guide these conversations, as we doubled the reach of LGBTQIA+ Education Sessions across the country.

Even more excitingly, we inspired a further 3,634 schools and workplaces to host LGBTQIA+ Awareness Days as part of our campaigns, such as *Wear It Purple Day* or *Trans Awareness Week*. We were blown away by the 640,992 people from all over Australia who took part - many for the first time ever learning about LGBTQIA+ inclusion and the steps they can take to champion LGBTQIA+ youth.

THANK YOU OUR BIGGEST YEAR

These are just the highlights, and I'm proud to share the impact we've made together throughout this report. It's been the biggest year we've ever seen and I'm enormously grateful for your support in spreading the message to LGBTQIA+ youth that **you are loved**. Thank you for helping Minus18 change lives - we couldn't do it without you.



M. Scott

Micah Scott
Founding CEO

On behalf of the Board

BOARD OF DIRECTORS

Minus18 Foundation Ltd is a company limited by guarantee (CLG), a charity registered with the ACNC, and a Public Benevolent Institution endorsed as a Deductible Gift Recipient by the ATO.

Governance Information

Our newly launched Governance page contains the most up to date information on:

- COVID-19 Management
- Director Sub-Committees
- Risk Management
- Financial Management

[GOVERNANCE PAGE](#)



GEMMA HALLET
she/her
Chair



TIMOTHY DART
he/him
Treasurer



ASIEL ADAN SANCHEZ
they/them
Secretary



CHARLES HAMMERSLA
he/him
Finance and Risk Lead



GEMMA SAUNDERS
she/her
People & Culture Lead



DANIELLE HIGGS
she/her
Director



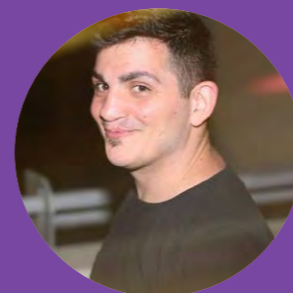
BRENDAN MCKEON
he/him
Director



SON VIVIENNE
they/them
Access & Inclusion Lead



MICAH SCOTT
he/they
Founding CEO



NICK BASSETT
he/him
Outgoing Director



PIP HENTY
she/her
Outgoing Director

STRATEGIC PLAN

2020 - 2022

Driven by LGBTQIA+ youth, and developed with the support of PwC's The Difference, our strategic plan sets the ground work and goals to improve the lives of young people across Australia.

These goals inform the way we report our impact throughout this report.

[VIEW THE STRATEGIC PLAN](#)



Confront COVID-19 and innovate solutions to support LGBTQIA+ youth during uncertain times.

Lead LGBTQIA+ inclusion in schools, workplaces and communities across Australia.

Create spaces for LGBTQIA+ youth to find connection, build confidence and celebrate identity.

Empower the next generation of LGBTQIA+ leaders.

Inspire Australia to take action to support LGBTQIA+ youth.



TEAM & INNOVATION

The world is changing - and so are the needs of LGBTQIA+ youth. We're an agile team, working to innovate the future of youth empowerment.

We do this through:

- Accessible program delivery.
- Fundraising for communities and schools.
- Building Community Partnerships.

STRATEGIC GOALS

Confront COVID-19 and innovate solutions to support LGBTQIA+ youth during uncertain times.

WE'RE **INNOVATING** HOW WE WORK IN A CHANGING WORLD

No young person should be left behind through the impacts of COVID-19 restrictions.

- We began the move into our new home at the Victorian Pride Centre, while continuing our hybrid model of virtual and in person working environment.
- We continued to strengthen our online delivery of youth programs, events and education, pivoting to inperson when safe to do so.



DIGITAL DELIVERY

is now a permanent part of youth and education programs, ensuring Minus18 is available regardless of location.

PROGRAM ACCESSIBILITY

We continued to prioritise inclusion of young people from diverse backgrounds throughout our youth programs. Read more about this on: Page 16.

FIRST NATIONS YOUTH

We've committed 1.5% of all non-grant revenue towards initiatives that elevate and empower LGBTQIA+ Aboriginal and Torres Strait Islander youth.

REGIONAL WORKSHOPS

We allocated our Pride Month fundraising entirely to delivering 41 free workshops to schools and community groups in regional and rural areas.

SCHOOL RESOURCES

We created free Rainbow Flag Raising Packs for over 281 schools across Australia, which supported over 115,210 students! Read more on Page 24.

WE BUILT COMMUNITY PARTNERSHIPS

with amazing organisations, including Telethon Kids Institute, St Martins Youth Arts Centre, Orygen Youth and Reframing Autism. Take a look at Page 31.

Plus a whole lot more!

THE TEAM WHO MAKE IT ALL HAPPEN



MICAH
he/they
Founding CEO



MEG-AN
they/them
Operations Manager



ADRIAN
he/they
Partnerships & Campaigns



MILLER
she/they/he
Events



SEB
he/they
Lead Presenter



REB
she/they
Marketing & eCommerce



ALVI
he/him
Bookings & Relationships



TESSA
she/her
Lead Presenter



EZRA
they/she
Fundraising Relationships



MITCH
they/them
Youth Programs



DREY
she/her
Customer Service



MADI
they/them
Customer Service



LGBTQIA+ YOUTH & EVENTS

At its core, Minus18 is a place where LGBTQIA+ youth belong - no matter the challenges they experience at school, home or at work.

We do this through creating:

- LGBTQIA+ Youth Consultation.
- Life-Affirming Events.
- Youth Empowerment Workshops.

STRATEGIC GOALS

Create spaces for LGBTQIA+ youth to find connection & celebrate identity.

Empower the next generation of LGBTQIA+ leaders.

WE CONSULTED WITH 404 LGBTQIA+ YOUTH

Partnering with the Victorian Pride Centre, we consulted with young people from all over Australia on their expectations for the future of inclusive spaces and events.

This report is available to download.



99% of respondents desired more inclusive spaces for LGBTQIA+ youth.

96% reported they would feel more comfortable at LGBTQIA+ events if they were specifically for youth.

76% of LGBTQIA+ youth plan to attend LGBTQIA+ events in the future.

64% of LGBTQIA+ youth did not have access to a regular space where they felt comfortable.

[VIEW THE FULL REPORT](#)

2,041 YOUTH ATTENDED LIFE- AFFIRMING EVENTS

Throughout the past 12 months, Minus18 provided spaces for LGBTQIA+ youth to connect – both digital and in person.

- 2,041 LGBTQIA+ youth attended private, interactive events.
- 16,100 additional people tuned in to digital event livestreams.



DIGITAL SOCIAL EVENTS

Private youth-only music events, delivered straight to their device.



VIRTUAL CHILLOUTS

An accessible, low-energy space to connect and destress.



IN PERSON EVENTS

A chance to connect in person (when safe to do so).



WE TOOK THE QUEER FORMAL[®] DIGITAL THIS YEAR

Lockdowns and social distancing weren't enough to stop Minus18's flagship event! For many young people the Queer Formal[®] is their very first LGBTQIA+ event, and often the first time they get to truly be themselves.

This year both the Melbourne and Sydney Queer Formals[®] were digital.

→ 616 LGBTQIA+ youth attended the private events.

→ 3,100 people viewed the livestreams via Facebook.



AND HELD THE FIRST WEAR IT PURPLE PRIDE PARTY

Celebrating the LGBTQIA+ day of awareness, the Wear It Purple Pride Party included performances from Australian queer icons including Electric Fields, Montaigne, Cub Sport and G Flip.

The event featured both a private youth space, and a public broadcast in partnership with Wear It Purple and Facebook.

→ 502 LGBTQIA+ youth attended the private event.

→ 13,000 people viewed the livestream via Facebook.



WE REACHED OUR MOST DIVERSE COHORT YET

The inclusion of diverse identities and locations is a deeply held value of Minus18. This year we supported young people aged 13-19 by:

- Prioritising People of Colour, First Nations people and Trans and Gender Diverse people as paid performers.
- Providing Auslan Interpreters / closed captions at all events.
- Providing 100% of event tickets free of charge.
- Providing free resources to assist rural and regional communities to host their own Digital Event Watch Parties.
- Hosting Virtual Chill Out - an event designed to help young people connect and destress, particularly around state lockdowns and at the end of school holidays.
- Ensuring qualified Youth Workers provide supervision and support at all digital and in-person events.

LOCATION	
Metropolitan	68%
Regional / Rural	32%



THESE **FREE SPACES** IMPROVE THE LIVES OF LGBTQIA+ YOUTH

Here's what they said after Minus18 events:

73%

reported previous experiences of anxiety or mental health challenges.¹

95%

reported that attending Minus18 made them feel less isolated.¹

97%

said that Minus18 had a positive impact on their mental wellbeing.¹



This was a super fun experience. I made so many new friends, and got to feel safe, carefree and happy! It was so exciting and thrilling to see so many different performers and acts along the way! All in all a great event, hosted by absolutely AMAZING people!
Youth Attendee, Wear it Purple Pride Party 2020

The welcoming community was my highlight! As this was my first event, it made both me and my trans girlfriend feel like a nervous wreck. "I hope i dont stand out too much" they said. But it was so welcoming, i didn't feel judged, we didnt feel out of place. It was like a big home away from home. Everyone was so welcoming, inclusive, kind, and lovely!
Midsumma Youth Event, 2021

Hi Minus18, I've just got to say THANK YOU. Throughout the lockdown my child came out. Her father and I are pretty supportive parents, but were at a loss of how to help her. We showed our little one your website and she went to your event and I've never seen her so happy.
Parent, 2021

¹ Minus18 Post-Event Impact Surveys, 2020 - 2021 (n=350).

215 YOUTH ATTENDED EMPOWERMENT WORKSHOPS

These Workshops provide a space for LGBTQIA+ youth to learn about their own identity, and engage in activities to explore leadership through personal empowerment.

This year:

- 8 Empowerment Workshops were delivered.
- 63% of these sessions were delivered to regional and rural communities.

Here's what young people said after their workshop:

Tessa was a legend!! The way she ran the workshop was so cool. My highlight was learning about indigenous and other cultural understanding of gender and how being queer has always been around.
LGBTQIA+ Youth Participant, 2021

It was a pleasure to work with Minus18 on Queer Empowerment Workshops for young people across our municipality. They foster an environment of safety, curiosity, honesty and pride and the feedback from the young people was overwhelmingly positive.
Darebin Libraries, Youth Support 2021

96%

reported feeling prepared to support their LGBTQIA+ peers.¹

99%

would recommend their workshop to others.¹



¹ Post Youth Empowerment Workshop Impact Surveys, 2020 - 2021 (n=53).



EDUCATION

It's not enough to simply create our own safe spaces for LGBTQIA+ youth - we empower schools, families and workplaces with the tools to create LGBTQIA+ inclusive spaces too.

We do this through:

- Workshops for Students and Youth
- Inclusion Training for Teachers
- Inclusion Training for Workplaces
- Free Digital Resources

STRATEGIC GOAL

Lead LGBTQIA+ inclusion in schools, workplaces and communities across Australia.

WE DELIVERED 207 LIVE WORKSHOP & TRAINING SESSIONS

The Minus18 Education Team heads into schools and workplaces across Australia to deliver inclusion sessions.

This year we delivered 207 interactive sessions:

- 99 in schools
- 108 in workplaces
- 76 additional sessions were delivered for the first time as recorded offerings to meet growing demand.



STUDENT WORKSHOPS



TEACHER TRAINING



WORKPLACE TRAINING

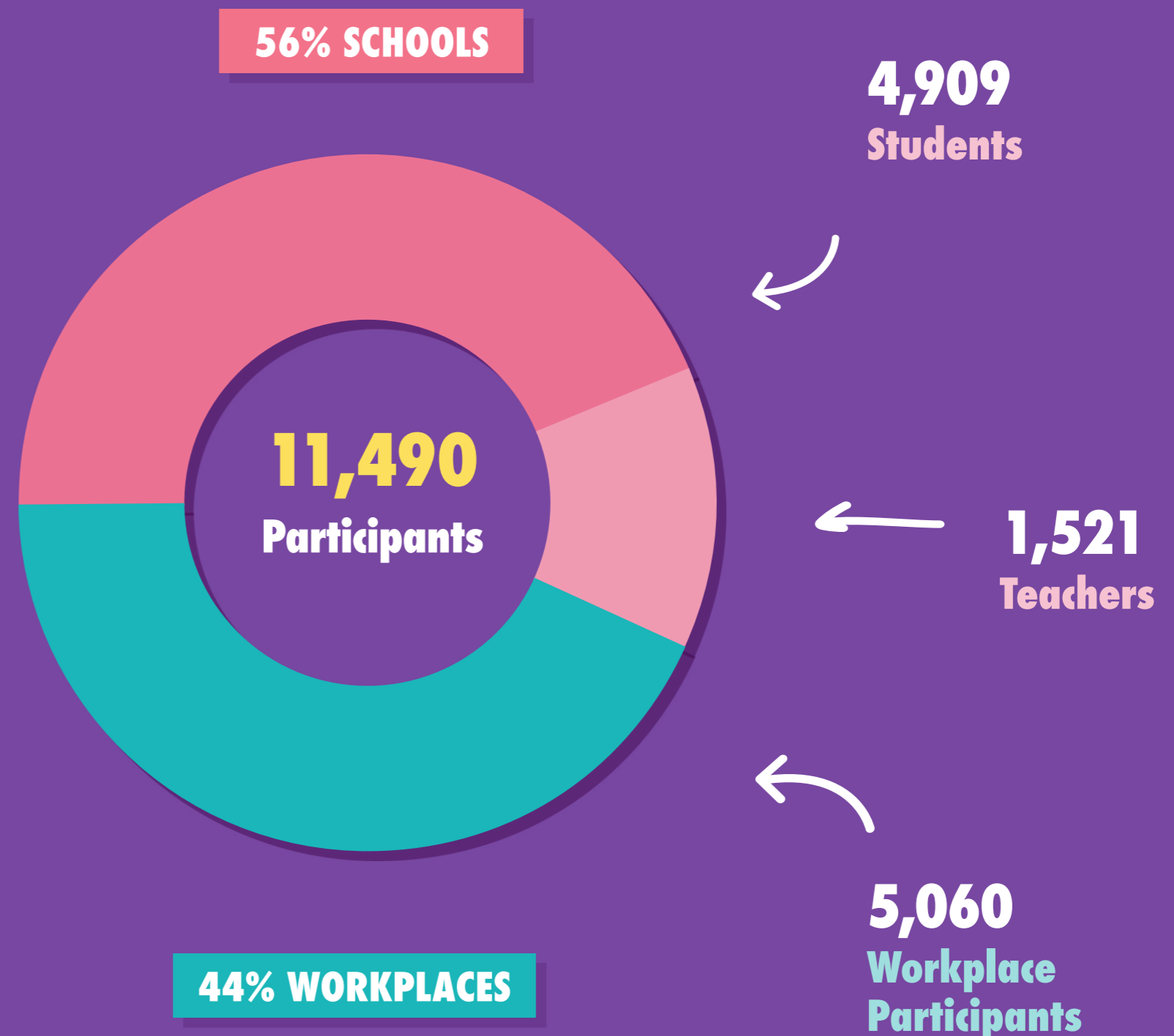
11,490 PEOPLE ATTENDED THESE INTERACTIVE SESSIONS

We doubled the number of people participating in Workshops and Training this year (up from 5,962).

- 6,430 participants were from schools.
- 5,060 participants were from the workplaces of LGBTQIA+ young people, their families and friends.
- 17% of all sessions were delivered to regional and rural communities.

LOCATION

Metropolitan	83%
Regional / Rural	17%



7,090 additional people tuned in to recorded offerings. Their data is not shown.

WE EMPOWERED STUDENTS TO STAND UP TO BULLYING

The impact we had on the 4,909 secondary school students this year was huge! After attending their Minus18 Workshop:

96%

felt they understood LGBTQIA+ identity and inclusion.¹

84%

reported feeling prepared to support their LGBTQIA+ peers after.¹

96%

would recommend their workshop to others.¹

The entire workshop was amazing and it really pulled the heart muscles. I was really close to tears, Perfect <3 Thanks so much to you guys. It's so brave to come out and share your story <3
Secondary Student, 2021

My highlight was at the start of today when Seb explained his life as a trans man. it helped me understand and feel better about this stuff. I think that you guys were really energetic. I loved it and it helped me get a much better understanding of other people's identity.
Secondary Student, 2021



¹ LGBTQIA+ Inclusion Student Workshop Impact Surveys, 2020 - 2021 (n=1,767).

EQUIPPING TEACHERS & WORKPLACES TO CHAMPION INCLUSION

We know teachers and workplace colleagues often desire to stand up for LGBTQIA+ youth, but aren't always sure how.

Last year, 6,581 teachers and workplace participants attended Minus18 Workshops. After the session:

94%

felt they understood LGBTQIA+ identity and inclusion.¹

91%

reported feeling prepared to support LGBTQIA+ students or colleagues.¹

99%

would recommend their workshop to others.¹

¹ Post LGBTQIA+ Inclusion Training Impact Surveys, 2020 - 2021 (n=946).

Minus18 hit the mark in helping students become more self-aware around topics associated with the foundational differences between sex, gender and sexuality. The purpose of these workshops was to educate and prepare our students for the contemporary context that they live, and the Minus18 team were well-informed of our Catholic school context. Well done!

Catholic Secondary School, VIC

Our people have taken so much from our sessions with Minus18 - particularly understanding the experiences of LGBTQIA+ people. It's given us all a great place to start thinking about how we can be meaningful allies to our co-workers and members of our extended community.

Canva



Levi's Australia & NZ

926,592 PEOPLE ACCESSED FREE DIGITAL RESOURCE PLATFORMS

Engagement in our digital platforms grew by 12% on last year, as more young people, schools, workplaces and families turn to Minus18 for advice.

→ 858,687 people accessed Minus18.org.au.

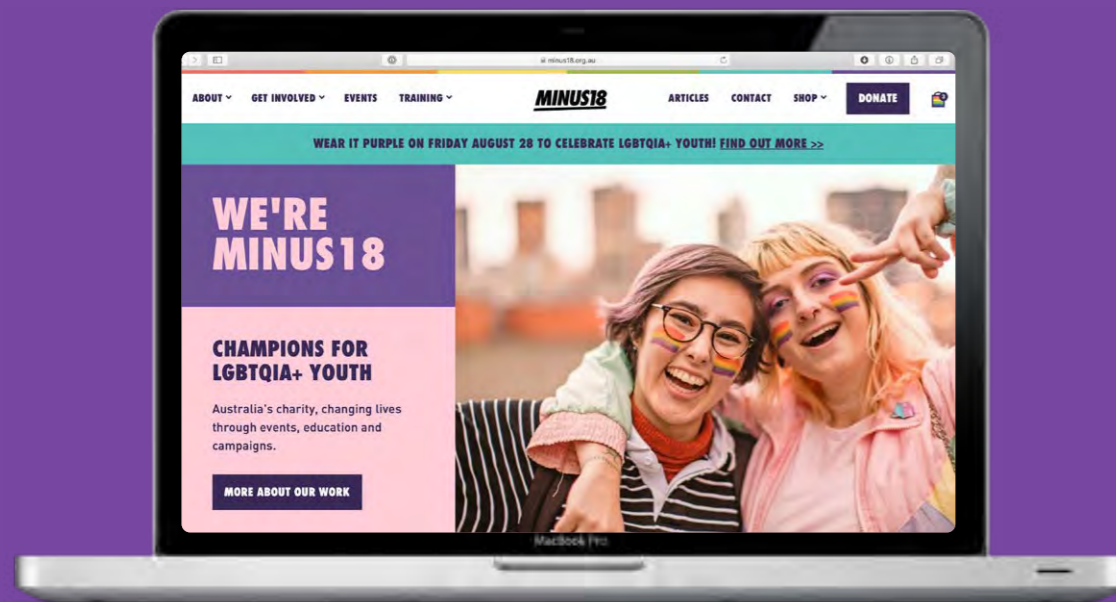
→ 67,905 people accessed IDAHOBIT.org.au

LGBTQIA+ INFORMATION FOR **YOUTH**

IDENTITY INFORMATION FOR **PARENTS**

RESOURCES FOR **SCHOOLS**

TOOLKITS FOR **WORKPLACES**





VISIBILITY & ACTION

Once you understand LGBTQIA+ Inclusion, it's time to put it into action. We inspire thousands of people to host their own inclusion activities throughout the year.

We do this by creating:

- Visibility for LGBTQIA+ youth issues.
- Pride Packs for schools and workplaces.
- Campaigns to inspire inclusion activities.
- Partnerships to empower LGBTQIA+ youth.

STRATEGIC GOAL

Inspire Australia to take action to support LGBTQIA+ youth.

WE GREW OUR SUPPORTER BASE TO **20,774 MEMBERS** ACROSS AUSTRALIA

Inspiring families, schools and workplaces to support LGBTQIA+ youth starts with visibility and awareness for their experiences.

Our incredible members and followers amplify our message of inclusion, and help us reach all corners of Australia.



20,774 MEMBERS

Our membership grew 60% the past 12 months with young people, families, schools and workplaces across Australia officially joining our mission.



57,285 FOLLOWERS

Across our 4 main channels of Facebook, Instagram, LinkedIn and Twitter.



18 MILLION STICKERS

Our LGBTQIA+ Visibility Stickers are available to use in Instagram stories, and were seen more than 18 million times this year.

WE SENT 281 FREE SCHOOL PRIDE PACKS

Minus18 Pride Packs contain everything you need to spread LGBTQIA+ inclusion in your school, workplace or family home. Whether it's posters, education cards, rainbow flags or pronoun pins - Pride Packs make visible inclusion easy.

Best of all – 100% of net proceeds of community packs go towards our mission at Minus18.



281 FREE SCHOOL PACKS

Our free school packs provided everything a school needs to host a rainbow flag raising ceremony for their students. Across 281 schools, that's over 115,210 students supported.



3,933 COMMUNITY PACKS

The number of Pride Packs we sent throughout the community to families, community orgs and workplaces grew by 150% - Up from 1,548 packs last year.



INCLUSIVE RANGE

Our Pride Packs are for everyone! This year we adopted the Progress Pride Flag across all of our Pride Packs, to call out inclusion of People of Colour, and Transgender Communities.

WE INSPIRED 3,634 INCLUSION ACTIVITIES DURING AWARENESS CAMPAIGNS

We inspire schools and workplaces to sign up to Awareness Campaigns throughout the year and to host an activity to bring LGBTQIA+ inclusion to their community.

This year:

- 3,634 schools and workplaces signed up with Minus18.
- 176 people on average attended per sign up.
- That's 640,992 participants in total!



DAY AGAINST LGBTQIA+ DISCRIMINATION

May 17

1,929 organisers signed up
273,918 activity participants



WEAR IT PURPLE DAY

Last Friday in August

618 organisers signed up
120,510 activity participants



TRANS AWARENESS WEEK

November 13 - 19

1,095 organisers signed up
246,564 activity participants

AWARENESS CAMPAIGNS SUPPORT OUR WHOLE COMMUNITY!

Whether it was a rainbow morning tea, or a community-wide flag raising ceremony, every activity makes a big impact to the lives of LGBTQIA+ youth. This year's event organisers:

99%

said their Inclusion Activity made a positive impact in their community.¹

74%

said their activity sparked ongoing LGBTQIA+ inclusion beyond the awareness campaign.²

This year teaching at my new school, there was no “visible” support for our LGBTQIA+ students. I was not allowed to hang up my “this is a safe space” poster in my classroom.

I went through a lot of red tape, meetings, proposals, sought out statements from my former principal, staff, students, and parents...Finally, it was all a success, and I was granted approval to have a student group, and plan Wear It Purple Day with Minus18.

The moral of the story is...when I arrived at this school, I felt like I didn't belong - how could I work here if I didn't feel like I could properly support the students that needed it the most?

But, I stayed, practised resilience, and here we are with the first ever event this school has had that is visibly supporting the LGBTQIA+ students and community.

Secondary School Teacher, 2021



¹ IDAHOBIT 2021 Participant Survey (n=192)
² Wear It Purple Day 2021 Participant Survey (n=199)

WE PARTNERED WITH 28 ORGANISATIONS TO CHAMPION LGBTQIA+ YOUTH

Creating programs, education, or growing visibility for LGBTQIA+ youth issues - we can't do it alone! We work with fantastic organisations to drive LGBTQIA+ youth inclusion. All our partners must align to our partnership values:



LGBTQIA+ INCLUSION

- Supporting the LGBTQIA+ community and employees.
- Demonstrated LGBTQIA+ inclusion strategy.

YOUTH EMPOWERMENT

- Treating youth and young employees with respect.
- Creating positive, youth-centric opportunities.

SHARED ALIGNMENT

- Shared mission to elevate voices from diverse identities within our community.
- Alignment to social connection, education and financial sustainability of LGBTQIA+ youth programs.

OUR PARTNERS

These legends bring our youth events and programs to life - showing their support for LGBTQIA+ youth spaces throughout COVID-19.



For our second year, Bonds partnered to deliver Queer Formal® Sydney & Melbourne, inclusion training to their team and fundraising in-store to provide free secondary school workshops across the country. HUGE!



In our third year of partnership, Minus18 and RMIT collaborated on a free digital panel for Trans Awareness Week as well as free LGBTQIA+ inclusion resources for students and community.

KEY EVENT SPONSORS

Bonds
Disney
Facebook
VicHealth

EVENT PARTNERS

ACON
City of Port Phillip
EACH
Hobsons Bay City Council
Innerwest City Council
Immigration Museum
Manningham City Council
Midsumma Festival
Moreland City Council
Sydney Gay & Lesbian Mardi Gras
Victorian Government
Wear it Purple

PROJECT PARTNERS

Bonds
Converse
RMIT
Havaianas
Levi's
Orygen Youth
Olay
Reframing Autism LGBTQIA+ Symposium
St Martins Youth Arts Centre
Snapchat
Telethon Kids Institute
Victorian Pride Centre



FINANCIAL SUSTAINABILITY

We're working to ensure Minus18 is around to improve the lives of LGBTQIA+ youth for generations to come. We do this through:

- Fundraising, Grants and Donations.
- Maintaining Financial Transparency.
- Investing in the Future of LGBTQIA+ Youth.

STRATEGIC GOAL

Grow our supporter base while staying true to our values and mission.

THANK YOU TO OUR FUNDING PROVIDERS

Thank you to our donors and grant providers!

Donations and grants are prioritised towards ensuring our youth and education programs reach the people who need it most by:

- Ensuring our life-affirming events and programs reach even more young people, and remain completely free to access.
- Providing free and subsidised inclusion workshops and education packs to schools across Australia - with priority given to regional and rural areas.
- Ensuring our resources for young people and their families remain free. That means new articles, videos and toolkits (all accessed by over 800,000 people a year).



LULULEMON

Through the Here to Be Program, Lululemon is supporting our impact growth, including the recruitment of two program positions.



HAVAIANAS

Fundraised throughout Mardi Gras for Minus18 to deliver free and subsidised school inclusion workshops.



ALLENS

Made a Pride Month donation towards the delivery of free and accessible digital support content for LGBTQIA+ young people at Minus18.



FUNDING PROVIDERS

DONATIONS & FUNDRAISING

\$50,000+

Lululemon
Havaianas

\$10,000+

Allens
BeginningBoutique
Quay
Starbucks
Erstwilder
Deciem
Khanh Ong (You Are Loved)

\$2,000+

Ms Amanda Fong (Escala Partners)
Peter Ward
Mr Thomas Rice
Heinz Law
Angelique Andronis
Bonds
Mr Patrick Quinn-Graham
Lockdown Trivia
Laura May (30km Fundraiser)
G-Flip (Serenade Fundraiser)
Carlton Football Club
NBN

GRANT PROVIDERS

\$50,000+

Victorian Government
Healthy Equal Youth
Vic Health
BHP Vital Funds

\$10,000+

City of Melbourne
Fouress Foundation
Albert van Moorst Memorial

\$2,000+

Swinburne University
Hobsons Bay City Council
InnerWest City Council
City of Stonnington
City of Port Phillip
City of Darebin

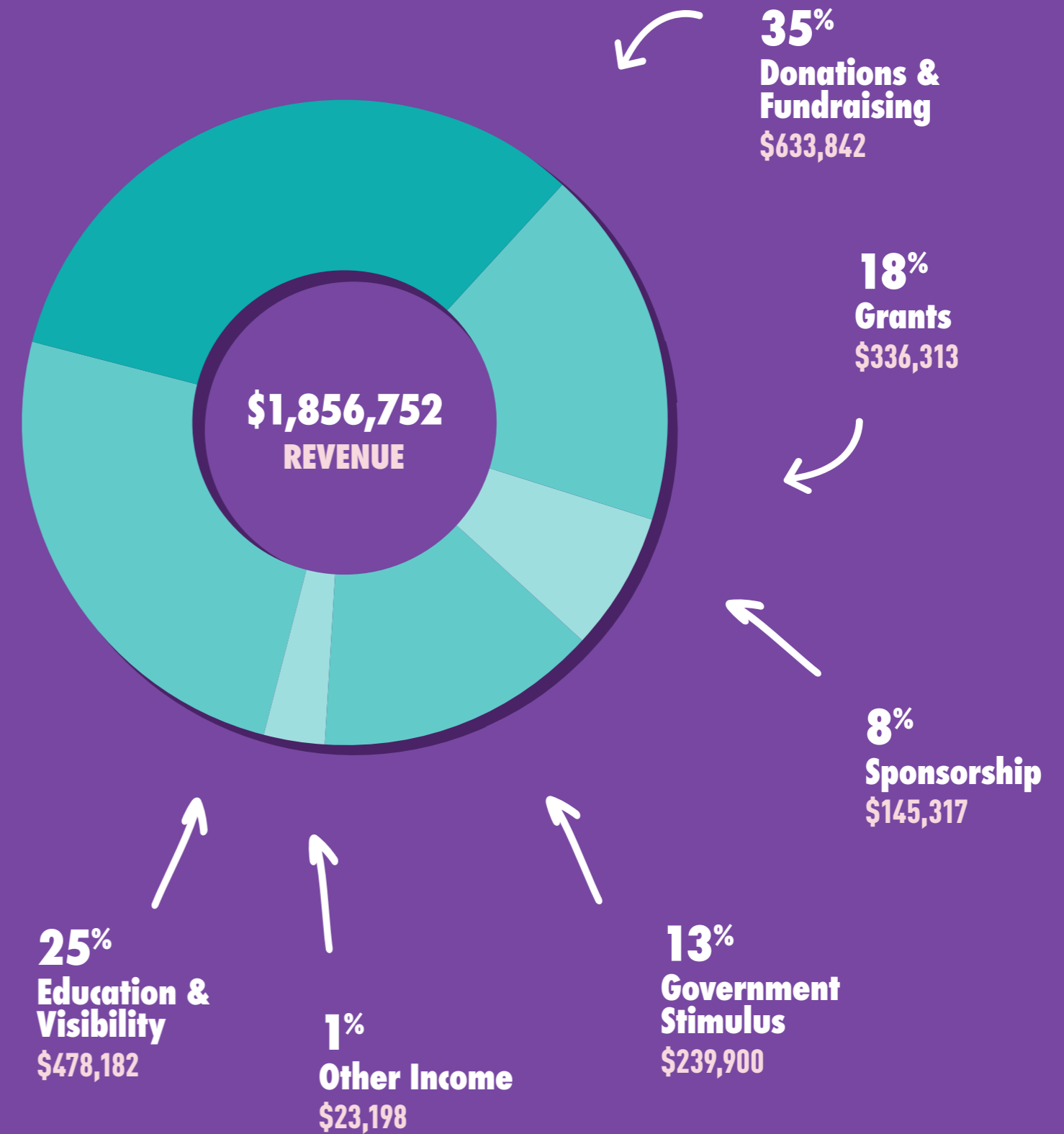


Only those who have opted to have their donation public are shown. If you have made a donation and would like to be listed in our next report, please contact us and let us know.

WHERE THE MONEY CAME FROM

Over the past 12 months, and in accordance with our strategic plan, we've continued our work to diversify our revenue streams and strengthen the income generated outside of our Government funding and grants, with the goal to ensure financial sustainability during uncertain times. This has been achieved through a focus on delivering our support services and complimenting this with fundraising, sponsorship, education and visibility packs.

Reaching new audiences throughout all of our program initiatives enabled a significant increase to our donation and fundraising efforts, which are to be invested in our LGBTQIA+ youth priority areas in the FY2022 (see page 38).



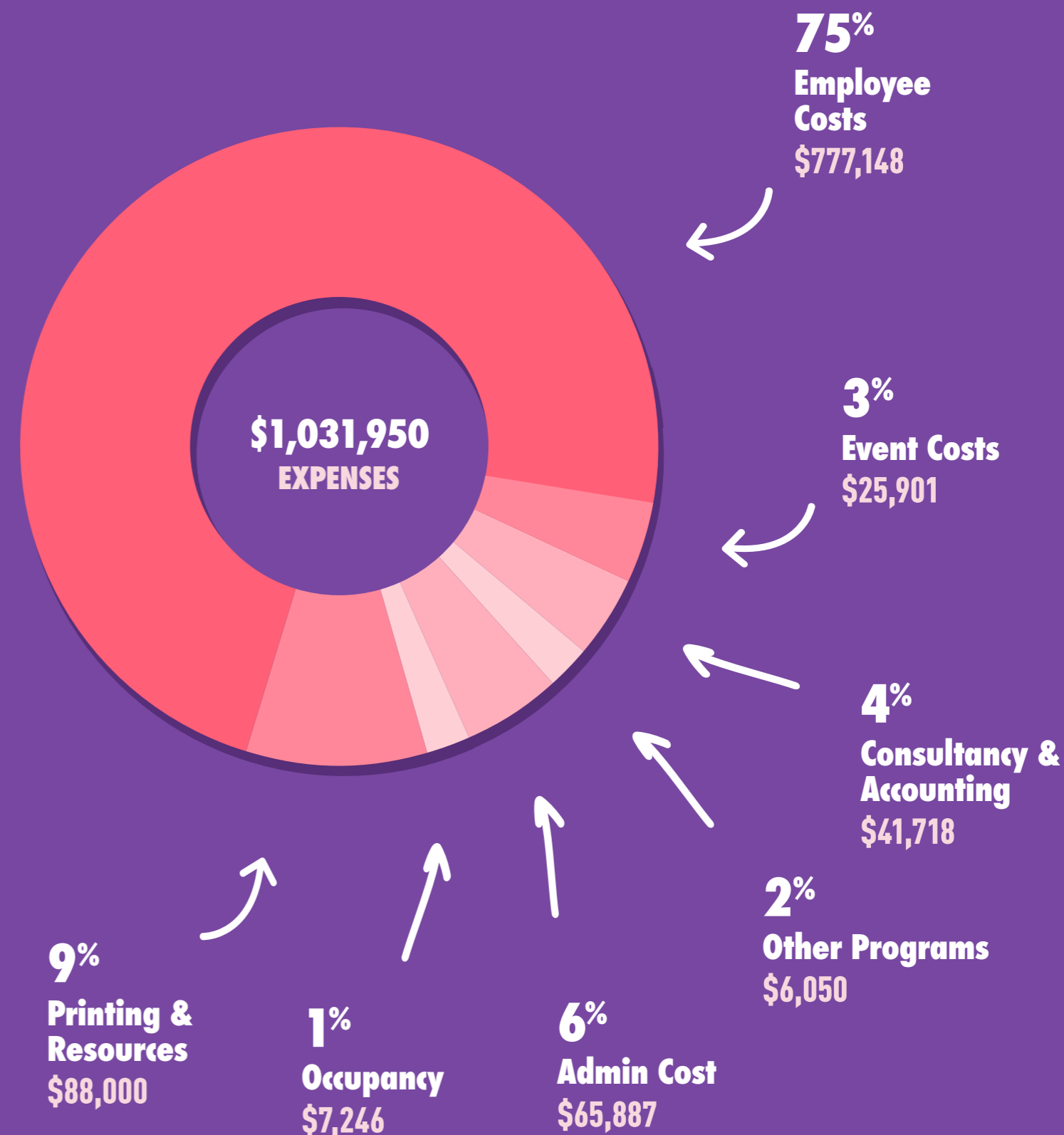
WHERE THE MONEY WAS SPENT

This year we were able to utilise our 2020 surplus to invest further in youth-facing programs and respond to the increased needs of LGBTQIA+ young people during COVID-19.

Our team pivoted to digital spaces, delivering our events, youth programs and education programs completely online. This resulted in reduced event costs, but required increased employee costs to host these initiatives.

Notably, occupancy costs fell this year due to a delay in construction of the Victorian Pride Centre, Minus18's new location in St Kilda. The centre opened in July 2021 (see page 37)

Administration costs remained consistent for the year, at just 6% of total expenses.



INCOME STATEMENT

	2021 \$	2020 \$
REVENUE		
Donations & Fundraising income	633,842	376,739
Event income	-	5,150
Government Stimulus payments	239,900	104,000
Grant income	336,313	274,011
Sponsorship income	145,317	120,127
Education & Visibility income	478,182	199,155
Other revenue	23,198	12,512
Total Revenue for year	1,856,752	1,091,694
EXPENSES		
Administration & Overhead expenses	(65,887)	(51,090)
Consulting and Accounting expenses	(41,718)	(74,306)
Employee Benefits expense	(777,148)	(680,598)
Events expenses	(25,901)	(57,048)
Occupancy expenses	(7,246)	(14,654)
Printing & Resource production	(88,000)	(68,214)
Other expenses	(26,050)	(30,359)
Total Expenses for year	(1,031,950)	(976,269)
Total Comprehensive Income for the year	824,802	115,425

FINANCIAL POSITION

	2020 \$	2020 \$
ASSETS		
Cash & cash equivalents	1,637,906	834,234
Trade receivables & other assets	208,365	15,597
Total current assets	1,846,271	849,831
NON CURRENT ASSETS		
Right of use asset - Lease Property	108,475	-
Total non current assets	108,475	-
Total Assets	1,954,746	849,831
LIABILITIES		
Trade & other payables	113,394	52,487
Income received in advance	206,355	101,708
Lease liability & provisions	84,486	55,467
Total Current Liabilities	404,235	209,662
NON CURRENT LIABILITIES		
Lease liability & provisions	87,749	2,209
Total non current liabilities	87,749	2,209
Total Liabilities	211,871	211,871
NET ASSETS		
Accumulated Surplus	1,462,762	637,960
Total Equity	1,462,762	637,960

Our accounts are independently audited
by Stannards Accountants & Advisors.

FULL FINANCIAL REPORT

WHAT'S NEXT GROWING OUR LGBTQIA+ YOUTH IMPACT

Our generous supporters helped to underpin increased donations and education revenue in the latter half of the year resulting in a surplus for the financial year. These funds will go directly towards expanding and deepening the ways Minus18 improves the lives of LGBTQIA+ young people in the following ways:



RAISING DIVERSE VOICES

Engaging with diverse communities is at the heart of our work. The next 12 months will see us deliver further initiatives designed to ensure LGBTQIA+ young people from all backgrounds have access to safe spaces. We'll be:

- Developing new resources that amplify the voices of diverse communities.
- Continuing our 'Pay The Rent' initiative, dedicating 1.5% of our non-grant revenue to programs for LGBTQIA+ Aboriginal and Torres Strait islander communities.
- Continuing to prioritise accessibility of our youth programs, including prioritising paid performers from diverse communities.
- Ensuring that 100% of our events and youth programs are free.

NEW YOUNG LEADERS PROGRAM

Launching in October 2021, the Young Leaders Program is a fortnightly leadership course for LGBTQIA+ youth. The program will run over 10 months, with sessions designed to develop the skills and confidence of LGBTQIA+ youth to become the next generation of leaders in the LGBTQIA+ community.

REGIONAL AND RURAL WORKSHOPS

Launching in November 2021, our scholarship program for schools and community organisations will allow participants free workshops and training materials. The program focuses specifically on organisations and schools in and around regional and rural parts of Australia, ensuring communities who need LGBTQIA+ inclusion the most don't miss out.

This targeted investment will increase our ability to deliver these workshops and training by 20%

SCHOOL RESOURCES PACKS

In the past 12 months, Minus18 provided 250 free LGBTQIA+ resource packs for secondary schools across Australia. In FY2022, we aim to triple this impact by providing free resources to an additional 750 schools. That's over 307,500 students supported.

VICTORIAN PRIDE CENTRE

The Victorian Pride Centre, will be the home of several leading LGBTQIA+ organisations, and opens in 2020/2021. This is an important strategic move, as it will allow us to deepen our community relationships, whilst being present at one of the most important centres of the LGBTQIA+ community in the Country.

Construction of the Pride Centre was impacted by COVID-19, and the Pride Centre is now expected to open July 2021.

SETTING UP FOR GROWTH

The next 12 months are shaping up to be some of the most important for the wellbeing and safety of LGBTQIA+ youth across Australia.

As a workplace responsible for the employment of LGBTQIA+ youth and young adults, we aim to embody best practice inclusion initiatives for our team. In FY2022, we will continue our focus on recruiting and retaining a team that represents all parts of our community, and offer initiatives that support this - including gender affirmation leave, and mental health provisions.

AND SO MUCH MORE!

Our 2020-2022 Strategic Plan shows our full plan for the next 12 months, available for download via minus18.org.au.

BECOME A CHAMPION FOR LGBTQIA+ YOUTH TODAY!

We need your help to ensure Minus18 is here for generations to come. It's easy to get involved - here are 4 simple ways you can help us!

1 **KEEP IN TOUCH VIA [MINUS18.ORG.AU](https://minus18.org.au)**

2 **BOOK LGBTQIA+ TRAINING FOR YOUR WORKPLACE**

3 **CELEBRATE AN LGBTQIA+ AWARENESS CAMPAIGN**

4 **FUNDRAISE OR DONATE TO LGBTQIA+ YOUTH AT MINUS18**

