

# YOUNG LEADERS PROGRAM

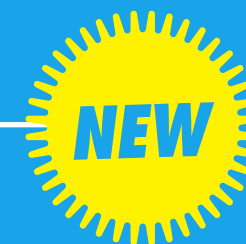
• YOU ARE LOVED • YOU ARE LOVED • YOU ARE LOVED •



**IMPACT REPORT  
2021-2022**

**MINUST8**

# YOUNG LEADERS PROGRAM



Minus18 is Australia's charity improving the lives of LGBTQIA+ young people. This year we launched the Young Leaders Program - a 10 month course for 20 LGBTQIA+ youth aged 18-25.

Through fortnightly development sessions the Young Leaders grow their personal leadership, community connection and work-readiness then put these skills into practice through the creation of their own spaces and programs.

Ultimately, the program is designed to build the skills, confidence and social connection of 20 LGBTQIA+ youth — increasing their work-readiness and connection to opportunities that extend well after the program.

## AT A GLANCE



**20 Young Leaders** engaged in the 10 month program.



**19 Leadership Sessions** were held.



**9 Events** were held by the Young Leaders for 1,610 LGBTQIA+ youth.



**100%** had employment of any kind after the program. Only **39%** did before.

Published October 2022

### Program Partners



### Program Supporters

Foundation For Young Australians  
Gandel Foundation  
The Body Shop

The City of Melbourne  
The Walt Disney Company  
The Victorian Pride Centre

# WHY WE CREATED IT

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**66%**

of LGBTQIA+ Youth experience harassment or discrimination due to their LGBTQIA+ identity at school, work, at home or on the street.



This leads to LGBTQIA+ youth experiencing higher rates of homelessness, social isolation, depression, anxiety and unemployment.



The Young Leaders program has been designed to give young people the skills, confidence and social support to overcome these - giving access to employment and leadership opportunities.

# THE YOUNG PEOPLE

20 Young Leaders were selected from a total of 54 applications based on their experience working in groups and their demonstrated need and desire for leadership development and social connection.

LGBTQIA+ Young people with intersecting identities were prioritised for the first year program, as research demonstrates this cohort are more at risk of experiencing harassment, discrimination and isolation.



**20 Young Leaders** were selected out of 54 applicants.



Andreas **he/him**



Anay **they/them**



Aja **she/they**



Akie **she/her**



Chloe **she/her**



Emmanuelle **she/they**



Dalton **he/him**



Izzy **she/they**



Imogene **they/she**



Leonard **he/him**



Natasha **she/her**



Olly **they/them**



Oliver **he/they**



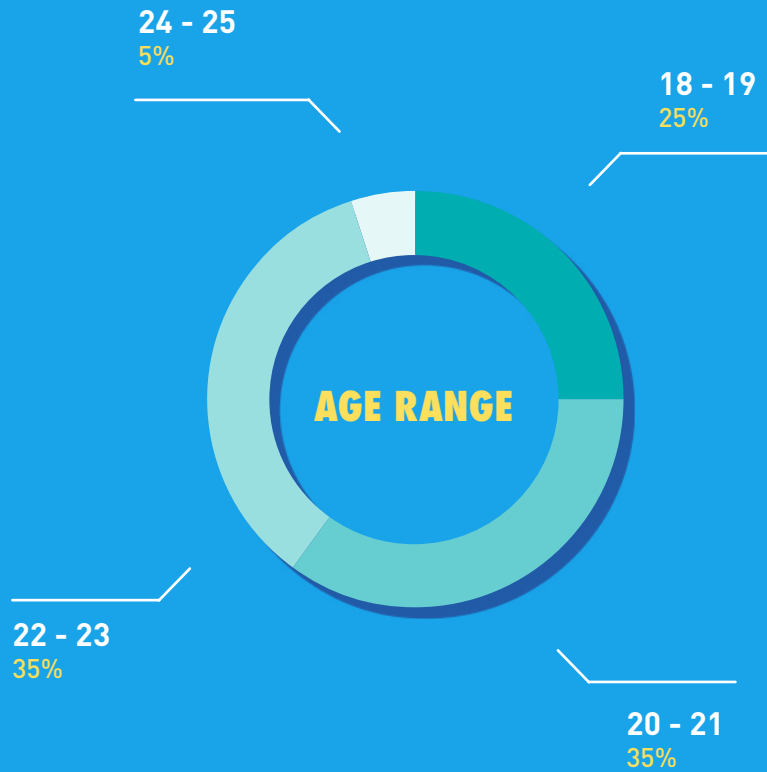
Shanti **they/them**



Suzie **they/them**

\* Some young people have chosen to not be published for privacy reasons.

# BREAKDOWN



## LGBTQIA+ IDENTITIES\*

Lesbian	10%
Gay	35%
Bisexual	30%
Pansexual	20%
Trans	25%
Non Binary	35%
Asexual / Aromantic	5%

## INTERSECTIONAL IDENTITIES\*

Person of Colour	30%
CALD	18%
Neurodiverse	30%
Person with a Disability	15%
Person with Anxiety	70%

\* Young People are able to select multiple identities when self describing in this evaluation.




18 participated in the post-program evaluation. 2 were unable to complete it in time for this report.



# YOUNG PEOPLE GREW THEIR LEADERSHIP SKILLS DURING THE PROGRAM

Across 10 months the Young Leaders attended fortnightly leadership development sessions to improve their skill and confidence as an emerging leader.

These sessions ranged from crafting a safe personal narrative, exploring queer history and receiving tangible career advice from LGBTQIA+ professionals. Each Young Leader received an honorarium payment to attend these session.

 **19 Leadership Sessions** were delivered with:

 **350 instances of participation;** and

 **700 hours of leadership development** in total.



The **Inclusive Leadership** session was led by the Victorian Commissioner for LGBTQIA+ Communities, Todd Fernando, exploring inclusive advocacy and allyship.



The **Queer Careers** session shared presentations and insights on the experiences of queer professionals forging resilient careers.

“ **The Careers Session Was My Highlight Of The Program**

For the first time I actually saw so much of myself in a bunch of adults talking about the workforce. I really connected to everyone when they were sharing their lived experience. I felt connected to the people within Minus18, not just the org.

”

# THEY PUT THESE NEW SKILLS INTO ACTION THROUGHOUT THE YEAR

Young Leaders put their new leadership skills and confidence into practice by engaging in life-affirming events for LGBTQIA+ youth at Minus18.

From digital livestreams to facilitated activities, and even emceeing on stage, the young leaders were inspiring representation for the youth attendees.

Additionally, Young Leaders contributed their voice to major youth projects with other organisations, ranging from assessing grants and youth engagement with Vichealth, to participating in roundtable consultations on the digital future for young people within the Metaverse.

Young Leaders received payment for their involvement in all of these opportunities.

During the program, Young Leaders engaged in:



9 events for 1,610 youth attendees



3 live streams with 3,038 unique viewers



31 additional paid opportunities to contribute their voice to projects.



**Melbourne Queer Formal** at the NGV was supported by the Young Leaders who acted as the front-facing team for the event.



**The Youth Panel for IDAHOBIT** was designed and delivered entirely by the young leaders - celebrating everyday queer excellence at the Victorian Pride Centre.



## Queer Formal Was Honestly One Of The Best Nights Of My Life!

The energy was electric and it felt amazing being surrounded by hundreds of young people absolutely radiating queer joy! I'm so grateful that I was able to play a (small) part in making this wonderful experience possible.



# THE PROGRAM GREW THEIR CONFIDENCE AND SOCIAL CONNECTION

Ultimately, by the end of the program we saw the impact that the fortnightly sessions had for the Young Leaders.



**95%**

of Young Leaders reported the program gave them the skills to lead the next generation of LGBTQIA+ Youth.

**100%**

of Young Leaders reported the program has changed their life for the better.

**100%**

of Young Leaders made new friends as a result of the program.

**95%**

of Young Leaders felt affirmed or confident in their LGBTQIA+ identity after the program. 5% were exploring a new identity and still working this out.



**This Program Feels Like Home**

Minus18 has given me a space that feels like home, where I feel so incredibly comfortable and can be myself.





## THE IMPACT

### BEFORE

**45%**

of Young Leaders were either unsure or not confident in their employability before the program.

**39%**

were engaged in some form of employment before the program.



### AFTER

**100%**

of Young Leaders said they had access to new employment or community opportunities as a result of the program.

**100%**

were engaged in some form of employment by the end of the program.

THE PROGRAM  
INCREASED ACCESS  
TO **EMPLOYMENT  
OPPORTUNITIES**



# OUR LEADERS CONTINUE TO THRIVE BEYOND THE PROGRAM

## “ Thank You!

I never thought I would get to have so many excellently queer friends with similar values and interests...this is truly one of, if not the best designed and executed leadership program I've been a part of. It has just the right balance of teaching me new skills, forging new connections and opportunities, while also being so wonderful and affirming and chill. I love that its catered for everyone to shine in different ways, introverted or extroverted, dancy or brainy, there is something for everyone to excel in and enjoy. The Young Leaders Program has been a huge source of joy for me in the last 10 months and I'm so proud to have been a part of it <3 I feel so confident, hopeful, and happy.

## “ This Will Be My Career!

The Young Leaders Program has given me a sense of meaning, filled me with so much joy, and made me even more excited to do this kind of work for my career.

## “ Young Leaders Has Changed My Life

I feel more empowered in myself, and connected to my identity and community. My life has changed for the better in so many ways!





“ **This Was A Chance For Me To Give Back**

It was beautiful to be able to give back to my community. Being 18, you often get kicked out of queer youth spaces for being too old, so it was really helpful to have another space to connect with community and getting the formal experience of facilitating has allowed me to feel more confident in my ability.

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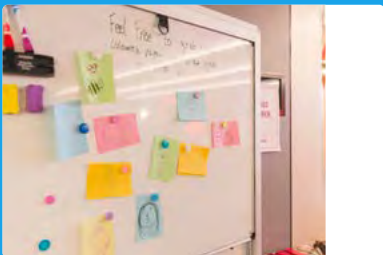
“ **I Have New Confidence**

Mixing with the other Young Leaders and volunteering at events have shown me what queer joy can look like. I’ve never felt prouder of who I am and I engage with the world with newfound confidence.

”

“ **I Found Community**

Its the first community I’ve been in where being queer was the majority. I felt so safe and heard!

”

# MINUS18

## AUSTRALIA'S CHAMPIONS FOR LGBTQIA+ YOUTH

Since 1998, Minus18 has been improving the lives of 100,000s of LGBTQIA+ Youth and their families across Australia through:

### LIFE-AFFIRMING SOCIAL INCLUSION

Tackling social isolation through a preventative model of mental health support - creating fun-filled spaces where LGBTQIA+ young people belong and make friends.

### EDUCATION & ADVOCACY

Transforming communities through LGBTQIA+ training, resources, and digital campaigns that enable others to champion inclusivity – no matter their location.

### YOUTH EMPOWERMENT

Nurturing and empowering the next generation of LGBTQIA+ leaders by equipping young people with the skills and confidence to thrive as individuals.



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**