

ANNUAL IMPACT REPORT

2021-2022

• YOU ARE LOVED • YOU ARE LOVED •



MINUS18

MINUS18

AUSTRALIA'S CHAMPIONS FOR LGBTQIA+ YOUTH

2021 – 2022 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



THANK YOU, NAN

A proud Mum and LGBTQIA+ champion, Nan McGregor was instrumental in hosting Australia's first underage LGBTQIA+ events in 1998. These events became known as Minus18 – and in 2011, led to the creation of the Minus18 Foundation we have today.

We can't express enough gratitude for Nan's brave and tireless work, standing up to those who fought against the creation of spaces for young people to belong.

Nan devoted her life to making sure LGBTQIA+ young people know that they are loved.

Thank you, Nan. Your legacy lives on.



• YOU ARE LOVED •
• YOU ARE LOVED •



THE PEOPLE WE IMPACTED THIS YEAR



2,210

LGBTQIA+ Youth attended events and programs.



74,058

Total since 2011



20,207

People attended Workshops and Training sessions.



53,349

Total since 2015



1.1 Million

People accessed our free digital resource platforms.



5.3 Million

Total since 2015



977,358

People attended Awareness Activities inspired by Minus18.



2.4 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 the challenges of COVID-19 restrictions.²

66%

Will experience harassment due to their LGBTQIA+ 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).
² Minus18 Digital Events Consultation (2020).

³ Latrobe University (2021). ⁴ 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



98%

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

96%

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

98%

of Teachers and Workplace participants felt better prepared to stand up against LGBTQIA+ harassment.⁷

97%

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

⁵ 1,920 total participants Minus18 Post-Event Impact Surveys. (2021 - 2022).

⁶ 7,150 total participants LGBTQIA+ Inclusion Student Surveys, (2021 - 2022).

⁷ 13,057 total participants LGBTQIA+ Inclusion Training Surveys. (2021 - 2022).

⁸ 2,649 total participants IDAHOBIT Survey. (2022).

2022 IN REVIEW

DIRECTOR'S REPORT

LGBTQIA+ youth across Australia need our help. This last year has been especially hard, with many young people emerging from COVID-19 restrictions feeling the burden and isolation of having missed vital development and social experiences. I'm proud to share that 98% of LGBTQIA+ youth told us that the programs provided by Minus18 this year had a positive impact on their mental wellbeing. Here's just a few ways we achieved this:

The Next Generation of LGBTQIA+ Youth

This year Minus18 launched our new Young Leaders program in response to the development experiences LGBTQIA+ youth have missed during COVID-19. Over a 10 month course, LGBTQIA+ young people are equipped with the skills, confidence and social connection to be the next generation of leaders and host life-affirming events and safe spaces for other young people.

With the passion and support from our Young Leaders, these life-affirming events gave 1,920 LGBTQIA+ youth a space to belong. As we return to in person events, we've worked hard to ensure that our digital events stay prioritised so that young people from across the country continue to have access to these programs no matter their location.

LGBTQIA+ Education and Training

While we can create the most inclusive spaces and programs for LGBTQIA+ youth, it's an unfortunate reality that young people have to go to schools, workplaces and families that more often than not don't accept them. Through LGBTQIA+ inclusion workshops and training we tackle the hard

conversations with students, teachers, parents and community members to change hearts and minds.

More schools and workplaces this year than ever turned to Minus18 to guide these conversations, almost doubling participants across the country (to 20,207 people up from 11,490 last year). These sessions provide students, teachers and families the understanding necessary to understand and champion LGBTQIA+ inclusion in everyday life.

LGBTQIA+ Inclusion and Awareness

5,227 schools and workplaces turned to Minus18 to help host activities for LGBTQIA+ Days of Significance (a 42% growth from 3,634 last year).

These activities turned education into action - whether it's a rainbow morning tea, a community-wide flag raising ceremony or an inclusion event - every activity is one step closer towards a world where LGBTQIA+ youth are safe to belong. This year 97% of activity organisers told us that their activity sparked ongoing LGBTQIA+ inclusion, thanks to the support and resources we provided.

Thank You

Your stories, words of encouragement and photos fuel our team with the passion to grow our work. With more people than ever resonating with our mission to improve the lives of LGBTQIA+ youth, I'm filled to the brim with pride at what you've helped us to achieve this year. Thank you.



M. Scott

Micah Scott
Founding CEO

On behalf of the Board

BOARD OF DIRECTORS

Minus18 Foundation Ltd is a company limited by guarantee, 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](#)



CHARLES HAMMERSLA

he/him
Chair



TIMOTHY DART

he/him
Treasurer



ASIEL ADAN SANCHEZ

they/them
Secretary



GEMMA SAUNDERS

she/her
People & Culture Lead



BRENDAN MCKEON

he/him
Director



DANIELLE HIGGS

she/her
Nominations Lead



SON VIVIENNE

they/them
Access & Inclusion Lead



MAYA AGARWAL

she/her
Director



GEMMA DENTON

she/her
Director



OLIVER KEANE

he/they
Director



CLAIRE LOCK

she/they
Director



MICAH SCOTT

he/they
Founding CEO

STRATEGIC PLAN

2020 - 2022

[VIEW THE STRATEGIC PLAN](#)

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.



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 GOAL

- Confront COVID-19 And Innovate Solutions To Support LGBTQIA+ Youth During These 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 completed the move into our new home at the Victorian Pride Centre, while continuing our hybrid model of digital and in person working environments.
- We continued to strengthen our online delivery of youth programs, events and education, pivoting to inperson when safe to do so.
- We grew our operations team from 12 people to 16.



DIGITAL DELIVERY

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



YOUTH LEADERSHIP

We launched our Young Leaders Program - a 10 month course providing skills, confidence and social connection to 20 LGBTQIA+ youth. Read More: Page 15.



FIRST NATIONS YOUTH

We commit 1.5% of all non-grant revenue towards initiatives that elevate and empower LGBTQIA+ First Nations youth - this year donating to Black Rainbow Futures Fund.



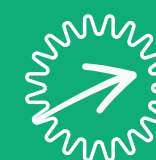
REGIONAL YOUTH

We utilise our fundraising and partnership revenue to ensure we provide free access to events, inclusion training and resources to regional communities.



SCHOOL RESOURCES

We provided 1,950 free classroom resource and education kits to schools across Australia. Read more: Page 30.



PARTNERSHIPS

We partnered with 27 organisations to innovate tailored LGBTQIA+ inclusion projects. Read more: Page 34



PROGRAM ACCESSIBILITY

We prioritise inclusion of young people from diverse backgrounds throughout our programs. Read more: Page 21.

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
Relationships Team Lead



MILLER

they/he/she
Youth & Events Team Lead



ALVI

he/him
Education Team Lead



REB

she/they
Marketing Team Lead



DAN

he/him
People & Culture Lead



TESSA

she/her
Education Presenter
& Peer Facilitator



EVA

she/her
Fundraising Relationships



MITCH

they/them
Youth Programs



SEAN

he/they
Social & Content



NICOLA

they/them
Education Presenter



SARAH

they/them
Education Bookings



SEB

he/they
Education Presenter



DREY

they/she
Customer Service



MADIHAH

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 create this through:

- LGBTQIA+ Youth Consultation.
- Youth Leadership Programs.
- Life-Affirming Events.
- Opportunities for LGBTQIA+ Emerging Artists.

STRATEGIC GOALS

- Create Spaces For LGBTQIA+ Youth To Find Connection & Celebrate Their Identity.
- Empower The Next Generation Of LGBTQIA+ Leaders.



WE SURVEYED 3,876 PEOPLE ON YOUTH ISSUES

At the start of 2022, Minus18 teamed up with the Body Shop to run a nationwide survey, passing the mic to the LGBTQIA+ community and allies, to have their say on issues affecting LGBTQIA+ youth in Australia.



40% of LGBTQIA+ respondents said they have felt worried about discrimination when applying for a job.

49% of LGBTQIA+ respondents say they have experienced mental health issues as a result of bullying, harrassment or discrimination at school or work.

93% of LGBTQIA+ youth want more LGBTQIA+ training for their schools and workplaces.

[VIEW THE FULL REPORT](#)



WE LAUNCHED OUR YOUNG LEADERS PROGRAM

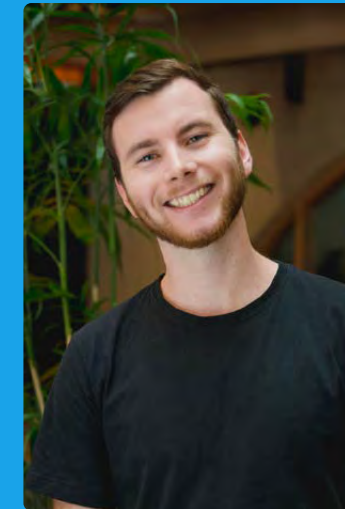
The Young Leaders Program is a 10 month course designed to build the skills, confidence and social connection of 20 LGBTQIA+ youth — together fostering the next generation of LGBTQIA+ leaders.

Developing personal leadership, community connection and work-readiness, the Young Leaders put these skills into practice creating their own spaces and events that improve the lives of LGBTQIA+ youth.

To assist their development, the Young Leaders receive a payment to attend each session and are invited to further paid opportunities to share their voice with the broader community.

YEAR 1 BREAKDOWN

- 290 instances of participation in leadership sessions across the year.
- 580 collective hours of leadership activities.
- 59 further paid opportunities were provided to Young Leaders to put their leadership skills into practice.



* Some participants have opted to not be published for privacy reasons.



THIS PROGRAM GIVES LGBTQIA+ YOUTH THE TOOLS TO THRIVE.

Graduating in July 2022, the Young Leaders participated in pre and post program evaluation measuring the impact to their broader lives.

A longitudinal evaluation will be conducted in 2023.

Young Leaders Has Honestly Changed My Life For the Better

Throughout the program I was able to realign myself with my values and who I wanted to be. Thanks to the program I was reminded about what I really wanted to be doing in my life and that was to contribute to youth and support them. I've made big changes including jobs, study etc... And this past year would have been missing so much without the Young Leaders program. Especially the friends and new family I have made.

Minus18 Has Made Me Feel Appreciated and Valued

I experience mental illness and disability that serves as a barrier to participating in many things that I love. It has been difficult in the past for me to keep a job, I can't work full-time to begin with, and tertiary education isn't accessible to me... Mitch and the rest of the Minus18 team have given me a chance to connect and contribute to my community in a way that is accessible to me and helped me gain so much knowledge and skills that I never would have gotten the chance to otherwise. I feel appreciated and valued at Minus18.

100%

Reported that the Young Leaders Program changed their life for the better.¹

100%

Had employment of any kind at the end of the program. Only 39% had employment prior.¹

95%

Reported that the program has given them the skills to lead the next generation of queer youth.

100%

Of Young Leaders made a new friend as a result of the program.¹



¹ Young Leaders Post-Program Evaluation, 2022 (n=18)

1,920 YOUTH ATTENDED LIFE-AFFIRMING EVENTS ACROSS THE COUNTRY

With the support of the Young Leaders, Minus18 provided spaces for LGBTQIA+ youth across Australia to connect – both digital and in person.

- 1,920 LGBTQIA+ youth attended private, interactive events.
- 3,038 additional people tuned in to digital event livestreams.

LOCATION	
Metropolitan	65%
Regional / Rural	35%



EVENT HIGHLIGHTS



QUEER FORMAL®

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. Running again in 2021 for digital audiences across Australia, the event returns to in person in July 2022.

→ 402 LGBTQIA+ youth attended.

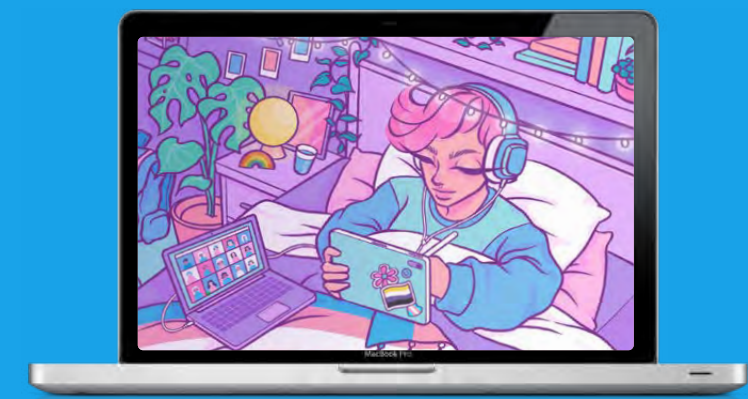


THIS IS TRANS JOY

In response to the negative public conversations surrounding trans youth in 2022, we launched 'This is Trans Joy' - a series of digital events and livestreams to celebrate trans and gender diverse people across Australia.

→ 64 young people attended the private events.

→ 3,038 people viewed the livestreams



VIRTUAL CHILLOUT

Virtual Chillouts are low-energy, digital events designed to give LGBTQIA+ young people a chance to connect and destress.

→ 382 LGBTQIA+ youth attended across the year.

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

Here's what they said after Minus18 events:

74%

reported previous experiences of anxiety or mental health challenges prior to attending.¹

92%

reported that attending Minus18 made them feel less isolated.¹

98%

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

Thank you for creating such a safe space.

Thank you for creating such a safe space for young queer people like myself that don't have much support outside of events like this. It makes me feel so valid and supported by all the other people there and I had such an amazing time.

Attendee, Sydney Queer Formal 2022

This Was The Best!

I felt nervous at the beginning of the night but once the performers started my walls came down and I had the most amazing night. I do not have many places that I feel comfortable and where I can be myself.

It was such an amazing night. I wish that there could be nights like this more often. Can't wait for the next one!
Melbourne Queer Formal 2022

Thank you from a parent.

I cannot thank you enough. My child had a taste of the joy that life has to offer moving forward into adulthood if he is willing to go out there and find it. It gave him a taste of what it feels like to not care about what people think and to just be yourself. He got to see who he really is when his thoughts are positive and happy. ,

Melbourne Queer Formal 2022



¹ Minus18 Post-Event Impact Surveys, 2021 - 2022 (n=327).

WE CREATED 65 OPPORTUNITIES FOR EMERGING ARTISTS

Through our youth and events program, we created 65 paid opportunities for young and emerging LGBTQIA+ artists and performers.

- 85% of the artists we worked with this year were under 30 years old.
- 46% of artists were trans, non binary or gender diverse.
- 56% of artists booked were people of colour.
- An additional 12 LGBTQIA+ Auslan Interpreters were employed for Minus18 events.



WE PRIORITISED REACHING YOUNG PEOPLE WHO NEED OUR WORK MOST

The inclusion of diverse identities and locations is a deeply held value of Minus18.

Some of the ways we championed this during the year include:



ACCESSIBLE VENUES

Our in-person events were held in accessible venues with gender neutral bathrooms.



INTERPRETERS & CAPTIONS

All events and programs included Auslan Interpreters and/or closed captions depending on participant needs.



FREE TICKETS

100% of event tickets were sponsored, allowing us to provide them to LGBTQIA+ youth free of charge.



COMMUNITY RESOURCES

Youth services in rural and regional communities were provided with resources to assist their young people to attend Digital Events.



YOUTH WORKERS

All events were supported and supervised by trained youth workers.



EMERGING ARTISTS

We prioritised young people for paid performer opportunities, especially People of Colour, First Nations people and Trans and Gender Diverse people.



DIGITAL AND IN PERSON

As we returned to hosting in person events, we maintained digital spaces for those who prefer them.



DIVERSE EVENT TYPES

We catered to a diverse range of energies, including high-energy music events and low energy chill out events.

LGBTQIA+ 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 317 LIVE WORKSHOP & TRAINING SESSIONS

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

This year we increased the number of live, interactive sessions delivered by 53% (to 317 up from 207) which included:

→ 140 in schools

→ 177 in workplaces and community groups

48 additional sessions were delivered as recorded offerings to meet growing demand.



**YOUTH & STUDENT
WORKSHOPS**



TEACHER TRAINING



WORKPLACE TRAINING

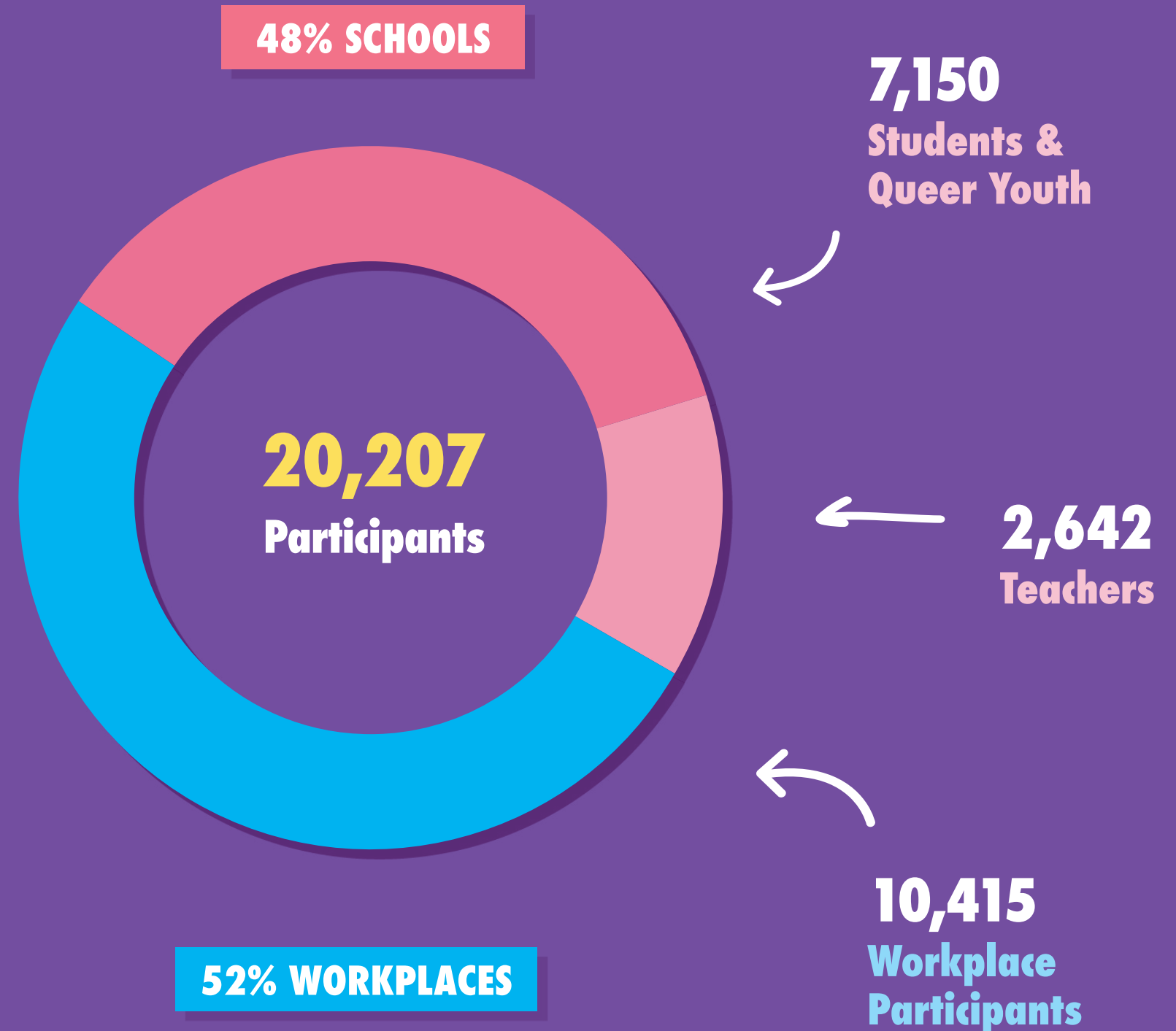
20,207 PEOPLE ATTENDED THESE INTERACTIVE SESSIONS

We increased the number of people participating in Workshops and Training this year by 76% (up from 11,490 people last year).

- 9,792 participants were from schools.
- 10,415 participants were from the workplaces of LGBTQIA+ young people, their families and friends.
- 19% of all sessions were delivered to regional and rural communities.

LOCATION

Metropolitan	81%
Regional / Rural	19%



2,400 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 7,150 secondary school students and young people this year was huge! After attending their Minus18 Workshop:

97%

Had an increased understanding of LGBTQIA+ identity and inclusion.¹

96%

Reported feeling better prepared to support their LGBTQIA+ peers.¹

96%

Reported feeling better prepared to stand up against LGBTQIA+ bullying.¹

97%

would recommend their workshop to others.¹

You Create Safe Spaces to Explore Identity

The highlight of the session with Minus18 was getting to learn more about the terms or ideas that I've never been able to speak openly about before. Thank you Minus18!

Secondary Student, 2022

This Workshop Really Helped Me

I'm just so grateful for this session. I learnt so many new things I had no idea about before, and I will definitely attempt to support others in my class.

Secondary Student, 2021



¹ LGBTQIA+ Inclusion Student Surveys, 2021 - 2022 (n=1,699).

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.

This year, 10,415 teachers and workplace participants attended Minus18 Workshops. After their session:

99%

Had an increased understanding of LGBTQIA+ identity and inclusion.¹

99%

Reported feeling better prepared to support LGBTQIA+ people.¹

98%

Reported feeling better prepared to stand up against LGBTQIA+ harassment.

97%

Would recommend their training session to others.¹

Minus18 Helped Us Progress Our Diversity Work

Wow what an impact Minus18 left! So much insight delivered in such an engaging and informative way you had us all leaning into our screens wanting to learn more! Thank you Minus18, you have been so supportive to our organisation in progressing our diversity conversation and helping us progress our pride community.

The Royal Australian College of General Practitioners

You've Allowed Me To Connect With My Daughter

I have a 15 year old daughter and have felt very out of date and lacking in knowledge when talking to her about LGBTQIA+ topics. Minus18 has bridged the knowledge gap between myself and younger people which I appreciate a lot as I want to be a supporter but it's hard when you don't understand the basics!

Parent and Training Participant 2022



¹ LGBTQIA+ Inclusion Training Participant Surveys, 2021 - 2022 (n=3,634).

1.1 MILLION PEOPLE ACCESSED FREE DIGITAL RESOURCE PLATFORMS

Engagement in our digital platforms grew by 21% on last year, as more young people, schools, workplaces and families turn to Minus18 for advice.

→ 1,047,416 people accessed Minus18.org.au.

→ 74,953 people accessed IDAHOBIT.org.au

LGBTQIA+ INFORMATION FOR **YOUTH**



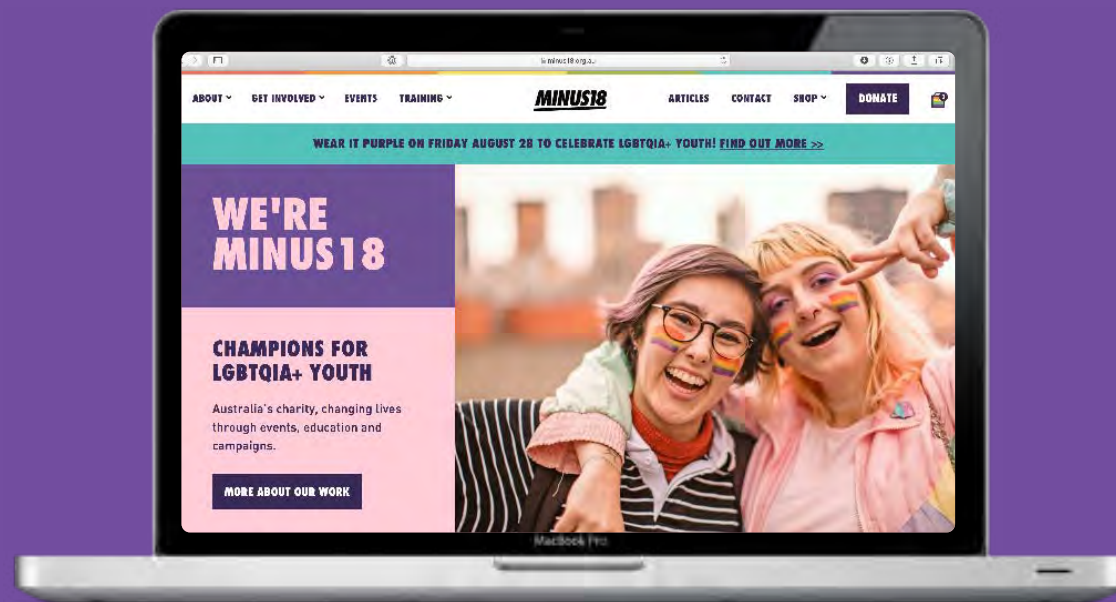
IDENTITY INFORMATION FOR **PARENTS**



RESOURCES FOR **SCHOOLS**



TOOLKITS FOR **WORKPLACES**



VISIBILITY & ACTION

Once you understand the importance of 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 of 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 **30,335 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.



30,335 MEMBERS

Our membership grew 50% the past 12 months with young people, families, schools and workplaces across Australia officially joining our mission.



68,162 FOLLOWERS

Our followers grew by 20% across our 4 primary social channels: Facebook, Instagram, LinkedIn and Twitter.



14 MILLION STICKERS

Our LGBTQIA+ Visibility Stickers are available to use in Instagram stories, and were seen more than 14 million times this year (totalling 34.5 million uses)

WE SENT 1,950 FREE SCHOOL PRIDE PACKS

Minus18 Pride Packs contain everything needed to spread LGBTQIA+ inclusion in schools, workplaces and homes. Whether it's posters, education cards, rainbow flags, or pronoun pins - Pride Packs make visible inclusion easy.

This year we increased the number of free pride packs for schools and community groups to 1,950 (up from 281 last year!).



1,950 FREE SCHOOL PACKS

Our free school resource packs provided everything a school needs to host a rainbow flag raising ceremony for their students. Across 1,950 schools, that's 799,500 students supported.



7,306 TOTAL RESOURCE PACKS

The total number of Resource Packs we sent to schools, families, community organisations and workplaces (both paid and free) grew by 86% - Up from 3,933 packs last year.



EDUCATION RANGE

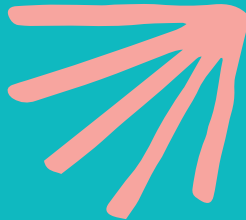
This year we focused on embedding inclusion practice and education into our Pride Packs. With this we're ensuring we give communities the tools to turn visibility into meaningful action.

WE INSPIRED 5,227 INCLUSION ACTIVITIES DURING AWARENESS CAMPAIGNS

We work with schools and workplaces to engage with Awareness Campaigns throughout the year and host activities to build LGBTQIA+ inclusion within their communities.

This year the number of schools and workplaces we directly supported to host an inclusive activity grew by 42%.

- 5,227 schools and workplaces signed up with Minus18 to host LGBTQIA+ inclusion activities.
- 186 people on average attended each activity.
- That's 977,358 participants in total!





IDAHOBIT MAY 17

May 17

International Day Against LGBTQIA+ Discrimination on May 17 is the day to go rainbow and start ongoing change.

This year:

- 2,469 organisers signed up with Minus18 to host Inclusion Activities.
- 478,986 people attended in total.



WEAR IT PURPLE DAY FRIDAY 27TH AUGUST 2021

Last Friday in August

66% of LGBTQIA+ youth will experience bullying or discrimination due to their identity. That's why we go purple on the last Friday in August, and raise awareness of the experiences of young people.

This year:

- 1,344 organisers signed up with Minus18 to host Inclusion Activities.
- 150,528 people attended in total.



TRANS AWARENESS NOVEMBER 13 - 19 WEEK

November 13 - 19

Trans Awareness Week brings visibility to the experiences of the trans community, through story sharing, celebration and advocacy. This year:

- 1,414 organisers signed up with Minus18 to host Inclusion Activities.
- 347,844 people attended in total.

AWARENESS CAMPAIGNS SUPPORT OUR WHOLE COMMUNITY!

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

Last year, 74% of organisers told us that their activity sparked ongoing LGBTQIA+ inclusive in their community. This year we focused on creating more tools to empower schools and communities to grow inclusion beyond the day.

From this year's event organisers:

99%

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

97%

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

This is How We Keep Inclusion Going

Finding the time to talk about inclusion at work can be hard. Life gets busy, right? I have to say how grateful I am to Minus18 for keeping lgbt youth on our agenda. Without fail you are there at multiple touch points throughout the year, always so kind and energetic. We couldn't do it without you!

Youth Services Manager, 2022

You've Helped Me Start Something BIG!

It's been hard getting my school to take a visible stand for LGBTQIA+ students, but this year they finally agreed to host an IDAHOBIT rainbow morning tea. We used the Minus18 guides and free resource kit to put on our event and it honestly made SUCH a huge difference. Leadership are now on board to host training for our staff in the coming months. Thank you for your support!

Secondary School Teacher, 2022



¹ FY2022 Campaign Participant Surveys (n=199)

² IDAHOBIT 2022 Participant Survey (n=247)

WE PARTNERED WITH 27 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.

LEGENDARY PARTNERS

The logo for BONDS, featuring the word "BONDS" in a bold, black, sans-serif font. The letters "O", "N", and "D" have horizontal lines underneath them, and a registered trademark symbol (®) is positioned to the upper right of the "S".

In our third year of partnership, Bonds continues to champion our Queer Formal events across Australia, celebrate the diversity of the LGBTQIA+ community and fundraise for free workshops in-store.

The logo for CONVERSE, featuring the word "CONVERSE" in a bold, black, sans-serif font. To the right of the word is a stylized black arrow pointing to the right, with a white star inside the arrow's shaft.

Since 2016, Converse and Minus18 have worked together across multiple pride campaigns, elevating the voices of LGBTQIA+ young creatives. They also now sponsor our Queer Formal events across Australia.

The logo for QUAY, featuring the word "QUAY" in a bold, black, sans-serif font.

Ensuring all our Queer Formal attendees feel celebrated, affirmed and proud, Quay has come on board as Queer Formal key sponsor, as well as undertaking LGBTQIA+ Inclusion Training for their team across Australia.

PARTNERSHIP HIGHLIGHTS



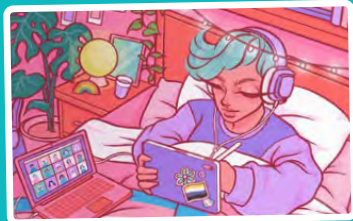
TRANS & NON-BINARY CREATORS FUND

With UNSW, we launched the Trans & Non-Binary Creators Fund - targeted funds to elevate 10 gender diverse young people in their creative pursuits.



REGIONAL RURAL WORKSHOPS

Skittles amplified Minus18 resources with their Pride campaign and donated to provide 20 workshops to regional & rural communities in Australia.



NATIONAL EVENTS PROGRAM

Our second year of partnering with lululemon included a philanthropic donation to expand the impact of national safe spaces for LGBTQIA+ young people.



FREE SCHOOL RESOURCE PACKS

With P&G, we provided 1,250 free resource packs to schools across Australia, providing everything a classroom needs to grow LGBTQIA+ education.



FREE FLAG RAISING CEREMONY KITS

With American Express, we provided 500 rainbow flag raising ceremony kits for schools to build inclusion as part of IDAHOBIT and Wear It Purple Day.

EVENT SPONSORS

Bonds
Converse
Quay
Science Gallery
VicHealth
Olay
Disney
Midsumma
Immigration Museum

COMMUNITY PARTNERS

Victorian Government
Victorian Pride Centre
Gandel Foundation
Sydney Gay & Lesbian Mardi Gras
ShineSA
Hey! Project
Twenty10 GLCS
FReeZA

PROJECT PARTNERS

American Express
GPT
Levi's
lululemon
Paramount+
P&G
Skittles
Telethon Kids Institute
The Body Shop
UNSW

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, their families and schools remain free. That means new articles, videos and toolkits (all accessed by over 1 million people a year).

GRANT PROVIDERS

\$50,000+

Victorian Government
Healthy Equal Youth
Sidney Myer Trust Fund
Vichealth

\$2,000+

City of Brimbank
City of Port Phillip
City of Stonnington

\$10,000+

Let's Stay Connected Fund
Stonnington Community Grants
Fouress Foundation



DONATIONS & FUNDRAISING

\$100,000+

lululemon
Danny Wallis

\$2,000+

AESOP
Coles
Fairy
Goldman Sachs
Khanh Ong
Pride@Apple
Mecca Beauty Labs
Patrick Quinn-Graham
Peter Ward
Taz and Alessia (Team TANDA)
Timely
Wild Republic

\$10,000+

Albert Van Moorst Trust
Allens
Blueshore Charitable Trust
Bonds
Erstwilder
Goldman Sachs Gives
Havaianas
It's Normal
JBL
Kerastase
Madskadie
Mecca
Moon Dog
Muscle Nation
Pantene x Chemist Warehouse
Starbucks
Virgin Australia



DANNY WALLIS

Danny Wallis generously donated to Minus18 as part of the Nightlight Project, a philanthropic collaboration between Danny and 3AW. Danny's generous contribution will support us to keep our youth events 100% free!



KHANH ONG

Building on the success of the 'You Are Loved' tees, Khanh fundraised for Minus18 again as part of the 2022 season of 'Survivor: Blood vs Water'.

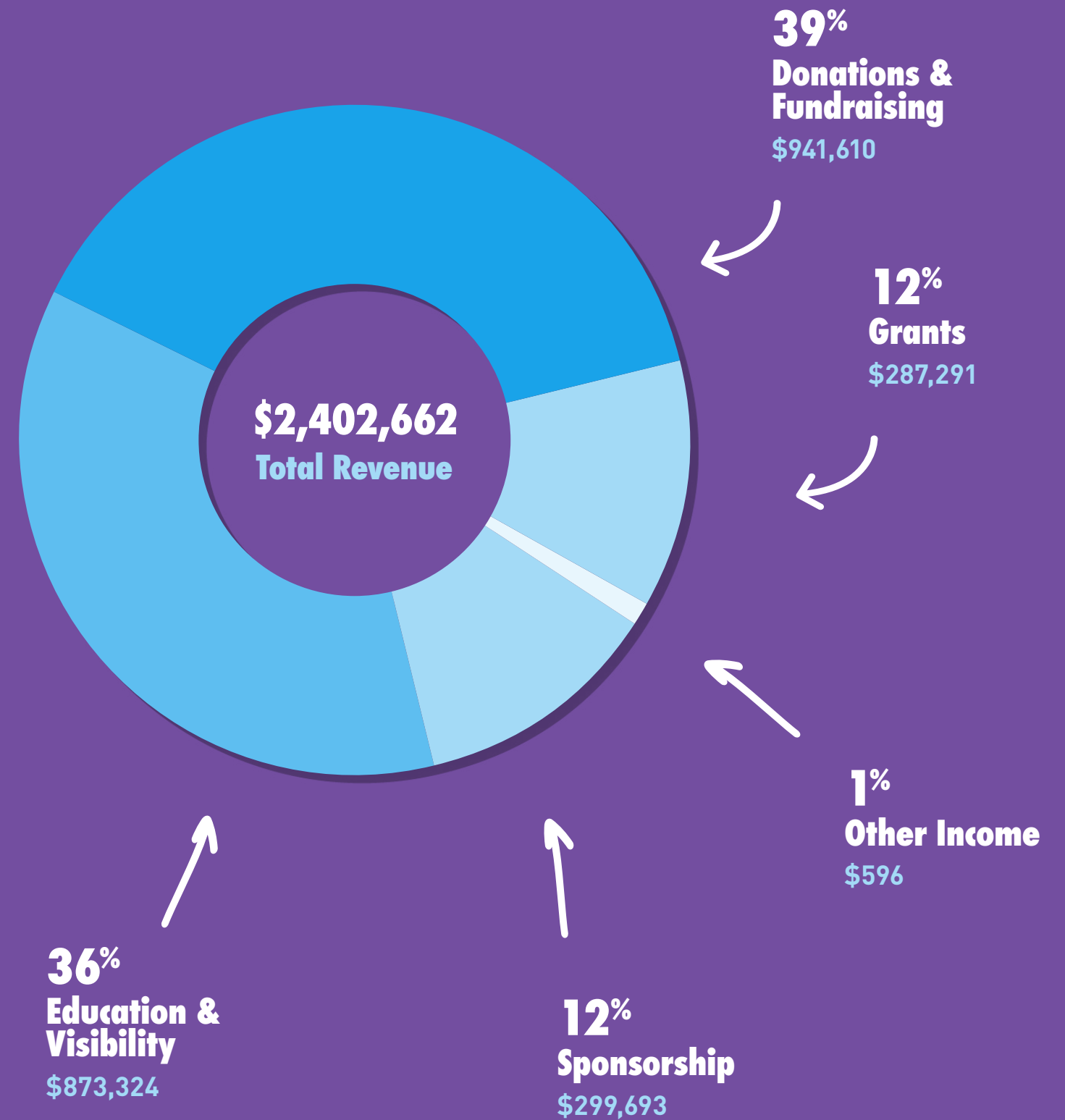


Only those who have opted to have their donation public are shown. If you have made a donation and would like to be listed in our next report, please contact us and let us know.

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 42).

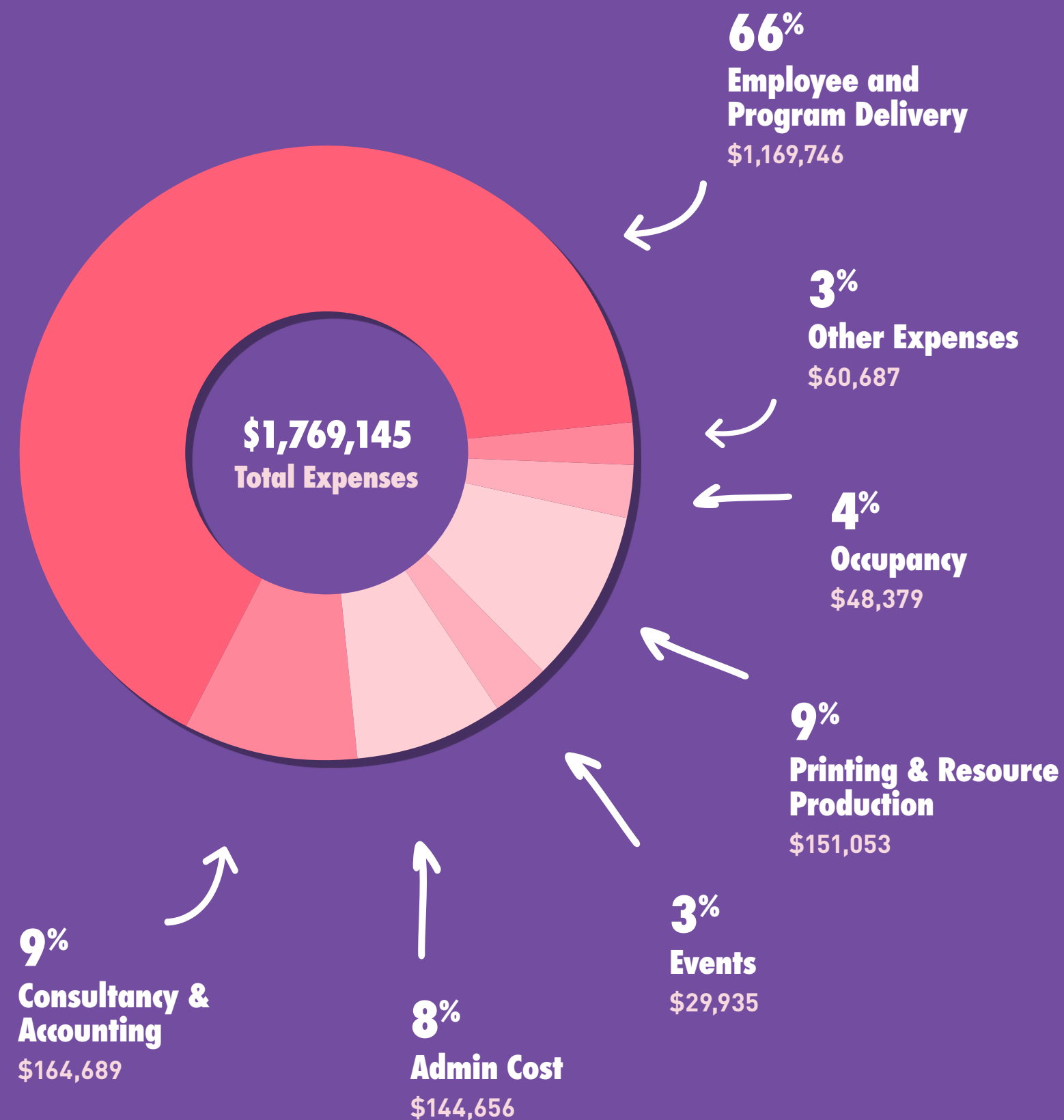


WHERE THE MONEY WAS SPENT

This year we were able to utilise our 2021 surplus to invest further in youth and community facing programs and respond to the increased needs of LGBTQIA+ young people during and emerging from COVID-19 restrictions.

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 rose this year as Minus18 moved into the Victorian Pride Centre in St Kilda, Australia's first purpose built LGBTQIA+ centre.



INCOME STATEMENT

	2022 \$	2021 \$
REVENUE		
Donations & Fundraising income	941,610	633,842
Event income	148	-
Government Stimulus payments	-	239,900
Grant income	287,291	336,313
Sponsorship income	299,693	145,317
Education & Visibility income	873,324	478,182
Other revenue	744	13,149
Total Revenue for year	2,402,662	1,846,703
EXPENSES		
Administration & Overhead expenses	(144,656)	(65,887)
Consulting and Accounting expenses	(164,689)	(45,568)
Employee Benefits expense	(1,169,746)	(777,148)
Events expenses	(29,935)	(25,901)
Occupancy expenses	(48,379)	(7,246)
Printing & Resource production	(151,053)	(88,000)
Other expenses	(60,687)	(26,050)
Total Expenses for year	(1,769,145)	(1,035,800)
Total Comprehensive Income for the year	573,824	820,952

FINANCIAL POSITION

	2022 \$	2021 \$
ASSETS		
Cash & cash equivalents	2,040,361	1,357,858
Financial assets	315,925	280,048
Trade receivables & other assets	254,051	208,365
Total current assets	2,610,337	1,846,271
NON CURRENT ASSETS		
Equipment & Right of use asset - Lease Property	90,390	108,475
Total non current assets	90,390	108,475
Total Assets	2,700,727	1,954,746
LIABILITIES		
Trade & other payables	166,319	117,244
Income received in advance	335,210	206,355
Lease liability & provisions	99,246	84,486
NON CURRENT LIABILITIES		
Lease liability & provisions	67,216	87,749
Total Liabilities	667,991	495,834
NET ASSETS	2,032,736	1,456,912
Accumulated Surplus	2,032,736	1,456,912
Total Equity	2,032,736	1,456,912

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. Here are just a few of the new initiatives we're creating to ensure these funds go directly towards improves the lives of LGBTQIA+ young people:



2023 – 2025 STRATEGIC PLAN

As the final months of our youth-driven 2020 – 2022 Strategic Plan draw near, we are looking to the shape the future of Minus18 and the work we do to improve the lives of LGBTQIA+ youth across Australia.

The board has appointed Boston Consulting Group who will lead consultation, research and planning over the next 6 months to assist us in formulating the direction of our work in 2023 and beyond.

ELEVATING YOUNG CREATORS

Creating opportunities for LGBTQIA+ emerging artists and performers is an ongoing priority, offering paid positions and support to engage in Minus18 youth programs and events. Over the next 12 months, we are increasing our investment by offering additional paid opportunities for young people from diverse backgrounds, including:

- 15 opportunities for trans youth.
- 15 opportunities for First Nations youth.

NATIONAL EVENTS PROGRAM

In 2023, we will be launching our National Events Program - a calendar of regular events accessible to LGBTQIA+ youth from all corners of Australia. The program will consist of in person events across Melbourne, Sydney and Adelaide, alongside fortnightly digital events accessible from anywhere across the country. This program will double the frequency of Minus18 youth events, aiming to double the number of LGBTQIA+ youth who have access to these life-affirming spaces.

REGIONAL AND RURAL WORKSHOPS

We are continuing to invest in our scholarship program for schools and community organisations to participate in free workshops and training. 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. We anticipate the reach of our school and community education will grow as a result, and will be increasing the size of our Education Presenter team to meet this demand.

DIGITAL PLATFORM DEVELOPMENT

In the past 12 months, over 1 million people accessed Minus18 digital platforms for identity and inclusion resources. With this number continuing to grow, we're investing in ongoing improvements and additional education resources for young people and their families.

AND SO MUCH MORE!

We can't wait to show you all the new ways we'll be improving the lives of LGBTQIA+ youth next year. Follow us and stay up to date:

[f](#) [@](#) [t](#) [v](#) **MINUS18YOUTH**

3 WAYS TO JOIN OUR MISSION

Help us keep Minus18 available for generations to come.

1

BOOK LGBTQIA+ TRAINING & WORKSHOPS

We deliver in-person and online LGBTQIA+ training to your workplace that's backed by the latest Australian research and best practices.

The proceeds from our workplace training allow us to continue our school education.

[Learn More](#)

2

CELEBRATE LGBTQIA+ DAYS OF SIGNIFICANCE

Stand out against LGBTQIA+ discrimination and champion inclusivity in your community.

Host an activity for an LGBTQIA+ Day of Significance, like IDAHOBIT or Trans Awareness Week.

[Find Out How](#)

3

FUNDRAISE OR DONATE FOR LGBTQIA+ YOUTH

Host a fundraiser at school, work or on your own to keep our work going.

Or, skip the activity and donate directly, either as one-off or ongoing support.

[Learn More](#)

