

# THEORY OF CHANGE

Improving  
the lives of  
LGBTQIA+ youth

**MINUS18**



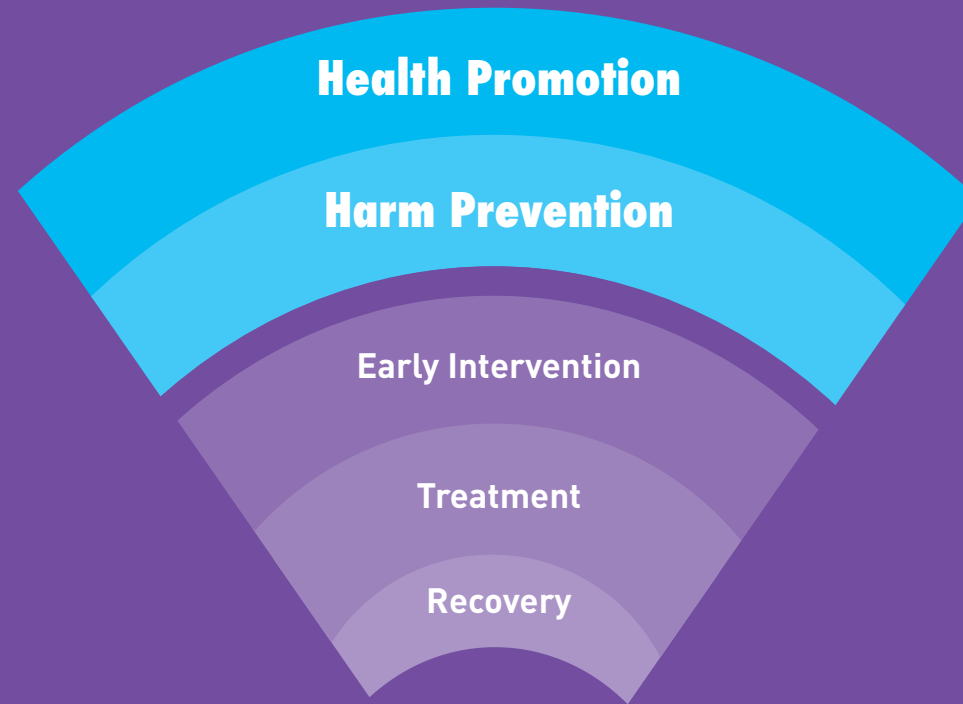
2023



## 2 in 3 is too many

2 in 3 LGBTQIA+ youth in Australia still today experience harassment or discrimination for who they are<sup>1</sup>. That's why at Minus18, we work to ensure all young people are safe, empowered and surrounded by people who support them.

1. Writing Themselves In 4: Experiences of harassment. Personal Communication (July 20 2021), Australian Research Centre in Sex, Health and Society  
LGBTQIA+ stands for Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual plus more.



# Mental Health Prevention

As waiting lists for mental health treatment grow to over 6 months in many areas of Australia<sup>2</sup>, Minus18 works to address the disproportionate rates of LGBTQIA+ youth experiencing mental health problems through **health promotion** and **harm prevention** strategies.

# Theory of Change On A Page

## We Create

An Australia where LGBTQIA+ youth are safe, empowered and surrounded by people who support them.

## The Needs



**Negative beliefs and behaviours** towards LGBTQIA+ people occur. Students, teachers, families and workplaces may not be aware of these - or how to counteract them.



**2 in 3**

As a result, **2 in 3 LGBTQIA+ youth in Australia experience harassment or discrimination** due to their LGBTQIA+ identity, leading to social isolation as well as poor mental and physical health outcomes.



Due to these experiences, **young people report a lack of access to information related to their LGBTQIA+ identity** - and barriers to access the services available to support them.

## Interventions

### Whole Community

- Visibility & Awareness of LGBTQIA+ youth
- Understanding of LGBTQIA+ Inclusion

### LGBTQIA+ Youth

- Social Connection & Empowerment

### LGBTQIA+ Youth

- Understanding Self & Identity

## Enablers



### Youth-Driven

Programs are designed through youth consultation and research.



### Lived-Experience

Diverse identities are prioritised in our people and participants.



### Holistic Approach

Minus18 works across schools, families and workplaces.

# LGBTQIA+ Youth Interventions

## Theory of Change

The Need	Activities	Outputs <sup>2</sup>	Immediate Outcomes	Intermediate Outcomes
<p><b>Social Connection &amp; Empowerment</b></p> <p>2 in 3 LGBTQIA+ youth in Australia experience discrimination, leading to feelings of isolation, lower confidence and poorer mental health outcomes.<sup>1</sup></p>	<p><b>Social Events</b> (in-person and digital) for youth 12-19 years old to attend &amp; for youth 12 - 25 years old to engage in paid development opportunities (eg work or perform).</p> <p>A 10 month <b>Young Leaders Program</b> with fortnightly sessions for youth 18-25 years old.</p>	<p>1,920 instances of participation annually across Minus18 events.</p> <p>65 paid opportunities for emerging LGBTQIA+ youth artists provided annually.</p> <p>20 LGBTQIA+ youth engage in the annual Young Leaders Program.</p> <p>59 paid opportunities provided for young leaders annually.</p>	<p>65-75% of youth make a new friend at an event, 100% via the Young Leaders Program.<sup>2</sup></p> <p>98% of youth report an improvement in their mental wellbeing after an event.<sup>2</sup></p> <p>Increased confidence in own identity / sense of self.</p>	<p>Increased access to social and peer support structures. Reduced social isolation.</p> <p>Increased resilience against experiences of discrimination.</p> <p>Improved mental health outcomes.</p>
<p><b>Understanding of Self &amp; Identity</b></p> <p>LGBTQIA+ youth report a lack of access to information on LGBTQIA+ identity and services available to seek further interventions.<sup>3</sup></p>	<p>Creation of identity <b>Education Content</b> distributed through the Minus18 website, social media platforms and printed resources via the Minus18 store.</p>	<p>1,950 free resource packs provided to schools and services across Australia each year.</p> <p>1.1 Million people access Minus18 website and digital resources each year.</p>	<p>LGBTQIA+ youth have increased access to information on their identity and experiences.</p> <p>Increased understanding of personal identity.</p> <p>Increased awareness of health and community services available to them.</p>	<p>Increased confidence in sense of self and community.</p> <p>Increased access to social and peer support structures. Reduced social isolation.</p> <p>More likely to engage in help seeking behaviour if necessary.</p> <p>Improved mental health outcomes.</p>

1. Writing Themselves In 4: Experiences of harassment. Personal Communication (July 20 2021), Australian Research Centre in Sex, Health and Society

2. Annual Impact Reports (2019 - 2022) Minus18 Foundation

3. Young and Queer Report: Youth Driven Ideas for a Better Victoria (2019) Minus18 Foundation

# Whole Community Interventions

## Theory of Change

The Need	Activities	Outputs <sup>2</sup>	Immediate Outcomes	Intermediate Outcomes
<p><b>Visibility &amp; Awareness of LGBTQIA+ Youth</b></p> <p>People in schools, families and workplaces are unlikely to be aware of or have empathy for the challenges LGBTQIA+ young people face - therefore are unlikely to create inclusive spaces.</p>	<p>Minus18 hosts <b>Awareness Campaigns</b> across IDAHOBIT, Wear It Purple Day and Trans Awareness Week - providing the tools for community members to host their own <b>Awareness Activities</b>.</p> <p><b>Visibility Merchandise</b> sold via the online store.</p> <p><b>Partnerships</b> developed with organisations across Australia to deliver custom activities.</p>	<p>977,358 people engaged in <b>Awareness Activities</b> across 5,227 organisations each year.</p> <p>30,335 people have signed up to learn more about LGBTQIA+ inclusion.</p> <p>7,306 visibility merchandise packs sent each year.</p> <p>27 partnerships organisations each year.</p>	<p>99% of <b>Awareness Activity</b> organisers report a positive impact and reception to LGBTQIA+ awareness activities.<sup>2</sup></p> <p>33% of Minus18's revenue is derived from Visibility &amp; Education.</p>	<p>97% of <b>Awareness Activity</b> organisers report their activity sparked participations in further LGBTQIA+ inclusion initiatives.<sup>2</sup></p> <p>Financial sustainability of Minus18 is continued, enabling further growth and youth impact.</p>
<p><b>Understanding of LGBTQIA+ Inclusion</b></p> <p>Negative attitudes and behaviours towards LGBTQIA+ youth occur. Schools, families and workplaces are unsure of how to support someone who is LGBTQIA+, or may be fearful of backlash if they make a mistake while trying.</p>	<p><b>LGBTQIA+ Inclusion Training and Workshops</b> for workplaces, teachers and students.</p> <p><b>Education Content</b> on LGBTQIA+ allyship via Minus18 website, social media platforms, mailing lists and printed resources.</p>	<p>20,210 workshop and training participants each year.</p> <p>1.1 Million people access Minus18 website and digital resources each year.</p>	<p>97% of students and 99% of adults have an increased understanding of LGBTQIA+ identity and inclusion after Minus18 training.<sup>2</sup></p> <p>96% of students and 99% of adults reported feeling better prepared to support their LGBTQIA+ peers after attending training.<sup>2</sup></p>	<p>People in schools, families and workplaces are less likely to perpetuate LGBTQIA+ discrimination, and more likely to intervene when someone else does.</p> <p>LGBTQIA+ youth experience lower rates of discrimination, and live happier, healthier lives.</p>

# 3 Primary Enablers

## Theory of Change



### Youth-Driven

Programs are designed through youth consultation and research.

LGBTQIA+ youth are regularly consulted with on their experiences at Minus18 and broadly to inform the work we do.

- Feedback from young people is collected after each event or Young Leaders Program, and incorporated into planning and delivery.
- Young People are the face of our work and prioritised for roles - including as our front-facing personnel and as performers and artists at our events.
- Workshops & Training sessions are designed using the latest Australian research.
- From 2023 – 2026, we are deepening this approach through a national engagement survey of LGBTQIA+ youth.



### Lived-Experience

Diverse identities are prioritised in our people and participants.

Staff, volunteers and board of Minus18 are made up of people with diverse lived experiences of LGBTQIA+ identity.

Creating safe and inclusive environments to foster diversity within these lived-experiences is also prioritised for our people and program participants. This includes:

- Trans and gender diverse people
- People living with a disability
- People from diverse cultural backgrounds
- Aboriginal and Torres Strait Islander people
- People who live or have grown up in regional or rural areas of Australia.
- People of diverse faiths and religions.



### Holistic Approach

Minus18 works across schools, families and workplaces.

We understand that improving the lives of LGBTQIA+ youth takes a holistic approach.

We work directly with young people to prevent or reduce the impacts of discrimination.

We also work to create indirect, systemic change so that LGBTQIA+ youth can participate safely in the broader community. This includes working with:

- Public and independent schools
- Community and recreation groups
- Health services
- Workplaces
- Families of LGBTQIA+ youth

# TOGETHER, WE'RE IMPROVING THE LIVES OF LGBTQIA+ YOUTH



Find out more

