

# ANNUAL IMPACT REPORT

2022-2023

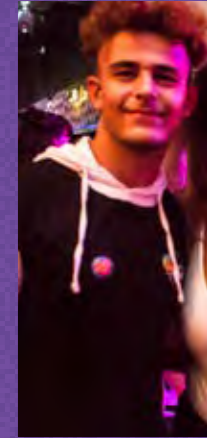


**MINUS18**



25 YEARS • 25 YEARS • 25 YEARS • 25 YEARS • 25 YEARS

**MINUS18**



# OUR STORY

## Celebrating 25 years of Minus18.

1998

### Minus18 youth group

Nan McGregor, a proud mum of a gay child, held a support group for parents of LGBTQIA+ children in 1998. Together with community volunteers, other parents and their children, the first spaces for LGBTQIA+ teenagers were held in Melbourne, known as Minus18.

2011

### Minus18 Foundation

Due to financial hardship, Minus18 events ceased operation during 2011. Micah Scott, whose life had been changed for the better by the work of Minus18, rallied the support of existing and previous volunteers to lead the creation of the Minus18 Foundation.

2023

### The future is bright

As we celebrate 25 years, Minus18 has grown to support millions of people across Australia through youth programs, community education and visibility.

Join our mission so that we can continue to improve the lives of LGBTQIA+ youth together.

[Learn More](#)

25 YEARS • 25 YEARS • 25 YEARS

**MINUS18**

# OUR REACH

2022 - 2023



**4,515**

LGBTQIA+ Youth attended events and programs



**78,573**

Total since 2011



**23,991**

People attended Workshops and Training sessions.



**77,340**

Total since 2015



**1.1 Million**

People accessed our free Digital Resource Platforms.



**6.4 Million**

Total since 2015



**1.3 Million**

People attended Inclusion Activities inspired by Minus18.



**3.7 Million**

Total since 2019

**2 in 3**

## **LGBTQIA+ Youth in Australia experience harassment due to their identity.**

As a result, LGBTQIA+ young people experience disproportionate rates of mental illness, report a lack of access to information about their LGBTQIA+ identity, and fear discrimination when accessing mainstream services. We tackle these issues at the source through:



### **Life-Affirming Social Inclusion**

We tackle social isolation by creating life-affirming spaces where LGBTQIA+ young people forge social connection and are celebrated for who they are.



### **Awareness and Visibility**

We raise awareness for the issues LGBTQIA+ youth face through community-led initiatives, digital campaigns and pride packs.



### **Youth Empowerment**

We empower young people with confidence in their own identity and leadership tools - through digital resources, workshops, and leadership programs.



### **Education and Allyship**

We transform awareness into action through LGBTQIA+ training and inclusion resources, enabling others to champion inclusion in their community.

**Our Theory of Change**

# 2023 IN REVIEW

## Director's Report

Two in three LGBTQIA+ Youth in Australia still today experience bullying or discrimination for who they are. Regrettably, this year these experiences are becoming worse, having seen a concerning rise in anti-trans rhetoric in the media. This presents increased challenges for both our young people, as well as our community supporting them.

It's in the face of adversity that we are put to the test, and these experiences only drive our resolve to deepen and broaden our impact to create spaces where young people feel safe to be themselves, and advocate for our allies to step up and support them.

Experiences of LGBTQIA+ discrimination are not new for Minus18 or for our community, and as we celebrate Minus18's 25th birthday this year, we are continuously grateful to everyone who has taken a stand with us over these years.

We continue to be especially grateful for the legacy left by Nan McGregor, who in 1998 helped to host some of Australia's first underage LGBTQIA+ events. We know that Nan would be overjoyed to see how her work has grown to continue improving the lives of LGBTQIA+ youth for decades.

This year we launched our new strategic plan, starting our work to ambitiously bring LGBTQIA+ inclusion to all corners of Australia. Over the next three years, we are working to:

### Deepen ongoing, direct engagement with LGBTQIA+ youth.

Through increasing the frequency of our life-affirming youth events and programs, especially for 12 to 19 year old cohorts where the largest gaps still exist. This year over 4,515 young people attended these spaces.

### Expand the reach of our impact and presence across Australia.

With the lifting of COVID-19 restrictions, we were able to reignite and deliver on our commitment to service all Australian states and territories through our fly-in fly-out model. This year we grew our regional and rural engagement through continuing digital events and platforms. This year over 1.1 million people accessed our digital platforms.

### Grow our work with adults and allies to create systemic change.

We are expanding our school and workplace education offerings across Australia, working to build allyship and inclusion in all spaces young people access. This year we engaged 23,991 people in these programs.

### Define and fulfil our role as a leader in the LGBTQIA+ sector.

We have begun development on our plans to utilise our national networks to consult with, and amplify the voices of LGBTQIA+ youth from across the country, to inform not only our own work, but the work of others within the sector.

### Thank You

As always, we would not be Minus18 without the support of you, our community. Your words of encouragement, volunteering and every single tax-deductible donation made, big or small, enables us to deliver on our strategy to create an Australia where every single LGBTQIA+ young person is safe to be themselves, and surrounded by people who support them.

*Charles Hammersla*

**Charles Hammersla**  
Chair

*M. Scott*

**Micah Scott**  
Founding CEO

On behalf of the Board

# BOARD OF DIRECTORS



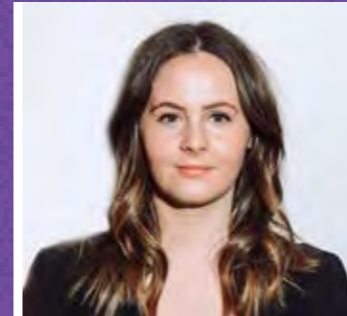
**CHARLES HAMMERSLA**  
he/him  
Chair



**TIMOTHY DART**  
he/him  
Treasurer



**GEMMA DENTON**  
she/her  
Secretary



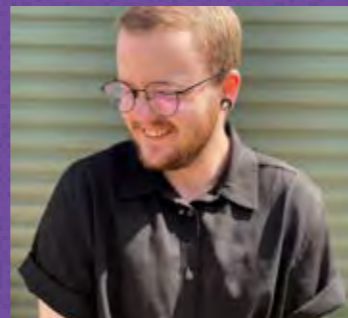
**DANIELLE HIGGS**  
she/her  
Nominations Lead



**MAYA AGARWAL**  
she/her  
Finance & Risk Lead



**ALEXANDER BATSIS**  
he/him  
People & Culture Lead



**OLIVER KEANE**  
he/they  
Director



**MICAH SCOTT**  
he/they  
Founding CEO



**GEMMA SAUNDERS**  
she/her  
Outgoing Director



**BRENDAN MCKEON**  
he/him  
Outgoing Director

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.

The board of directors held 11 meetings during the financial year.

## Governance Information

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

- Theory of Change
- Program Performance
- Risk Management
- Financial Management

[GOVERNANCE PAGE](#)

# STRATEGIC PLAN

## 2023 - 2026

Driven by the needs of LGBTQIA+ youth, and developed with the support of BCG, our strategic plan sets the ground work and goals to improve the lives of young people across Australia.



### Deepen ongoing, direct engagement with LGBTQIA+ youth.

- Young Leader program & alumni consultation.
- National survey to capture the voice of LGBTQIA+ youth across Australia.
- Fortnightly life-affirming events.



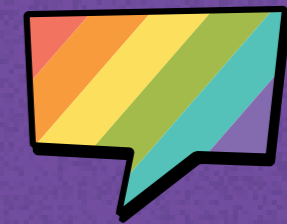
### Expand the reach of our impact and presence across Australia.

- Align on our interstate entry strategy to grow our work.
- Continue our work through fly-in-fly-out & digital offerings across Australia.



### Grow our work with adults and allies to create systemic change.

- Grow our workshops and training through increased delivery and new offerings.
- Create an e-learning delivery system.
- Grow our awareness campaigns.



### Define and fulfil our role as a leader in the LGBTQIA+ sector.

- Define our role in community.
- Amplify the voice of LGBTQIA+ youth.
- Enhance our data governance, and share our knowledge and platforms with peer organisations.

[VIEW THE STRATEGIC PLAN](#)



# PEOPLE & INNOVATION

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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.



# INNOVATION

## Ways we ensure no young person is left behind.



### DIGITAL DELIVERY

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



### YOUTH LEADERSHIP

We continued our Young Leaders Program - a 10 month course providing skills, confidence and social connection to 20 LGBTQIA+ youth.



### FIRST NATIONS YOUTH

We commit 1% of all non-grant revenue towards initiatives that elevate and empower LGBTQIA+ First Nations youth within our programs.



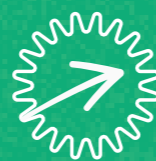
### REGIONAL YOUTH

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



### SCHOOL RESOURCES

We provided 2,261 free classroom resource and pride packs to schools across Australia.



### PARTNERSHIPS

We partnered with 37 organisations to innovate tailored LGBTQIA+ inclusion projects.

Plus a whole lot more!



# THE TEAM



**MICAH**  
he/they  
Founding CEO



**MEG-AN**  
they/them  
Operations Manager



**DAN**  
he/him  
People & Culture Lead



**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



**NATAE**  
she/they  
eCommerce Team Lead



**TESSA**  
she/her  
Education Presenter



**EVA**  
she/her  
Fundraising Relationships



**MITCH**  
they/them  
Youth Programs



**SEAN**  
he/they  
Video Content



**NIX**  
they/them  
Education Presenter



**SARAH**  
they/she  
Education Bookings



**MAX**  
he/him  
Education Presenter



**WILDE**  
they/them  
Education Presenter



**ROSE**  
she/her  
Youth Events



**BEC**  
she/her  
Sponsorships & Partnerships



**NIK**  
he/him  
Digital Marketing



**OLLY**  
they/them  
eCommerce

# YOUTH PROGRAMS

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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.



# YOUNG LEADERS

**20 young people** graduated from our **2023 leadership program.**

## About the Program

The Young Leaders Program is a 10 month course for 20 LGBTQIA+ youth aged 18-25.

Through fortnightly development sessions this program builds the skills, confidence and social connection of 20 LGBTQIA+ youth to be the next generation of LGBTQIA+ leaders and bring Minus18 youth programs to life.

## After the Program

**100%**

felt confident in their skills to lead the next generation of queer young people (up from 40% before).<sup>1</sup>

**100%**

Felt connected to their place within the queer community (up from 60% before).<sup>1</sup>



# 2023 GRADUATES



Aiden **he/she/they**



Anthony **he/them**



Anthony **he/him**



Hannah **they/she**



Harron **he/she/they**



James **he/him**



Jayde **he/him**



Keiran **he/him**



Justin **he/him**



Kellin **they/them**



Lili **she/her**



Luka **they/he**



Mia **she/her**



Nicole **she/they**



Millie **they/them**

## “ I’m forever changed by this program!

I love the way in which the program and minus18 as a whole drew my attention to the strengths of what it means to be queer, because I never truly realised how much I viewed my identity through a deficits based lens and whilst it is of course important to acknowledge the challenges we face, there also is such an important need to give light to the other side of the coin. I’m forever changed by this program.

”

## “ Industry Experience

It was a fantastic opportunity to break into a different industry and gain hands on formal experience working. It introduced me to a network of current leaders whom I hope to keep in touch with for the years to come to collaborate and produce even more positive outcomes for our community.

”

\* Some leaders not published for privacy reasons.

# LIFE-AFFIRMING EVENTS

**4,515 LGBTQIA+ youth** attended Minus18 events and safe spaces.

## About the Program

Minus18 events provide a life-affirming space for LGBTQIA+ young people to make friends, and truly be themselves without fear of judgement.

Events are designed with youth safety experts, and brought to life by the Minus18 Young Leaders.

## After Attending Minus18 Events

**91%**

of LGBTQIA+ youth felt more connected to their peers and community.

**98%**

of LGBTQIA+ youth would recommend the event to their peers.





# EVENT HIGHLIGHTS

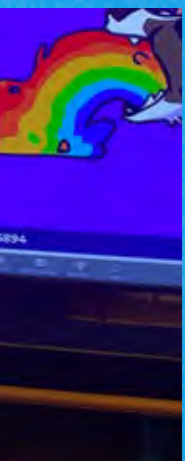


## QUEER FORMAL®

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.

This year, the Queer Formal ran in person in Melbourne, Sydney and Adelaide.

→ 1,869 LGBTQIA+ youth attended Queer Formals.



## DIGITAL EVENTS

Minus18 digital events provide a supervised space for LGBTQIA+ youth to connect from the comfort of their bedroom, regardless of their location.

→ 910 LGBTQIA+ youth attended digital events.



## PRIDE MARCH

Melbourne Pride March in St Kilda provides a space for young people to march proudly in solidarity with broader LGBTQIA+ communities.

→ 536 LGBTQIA+ youth attended Pride March.





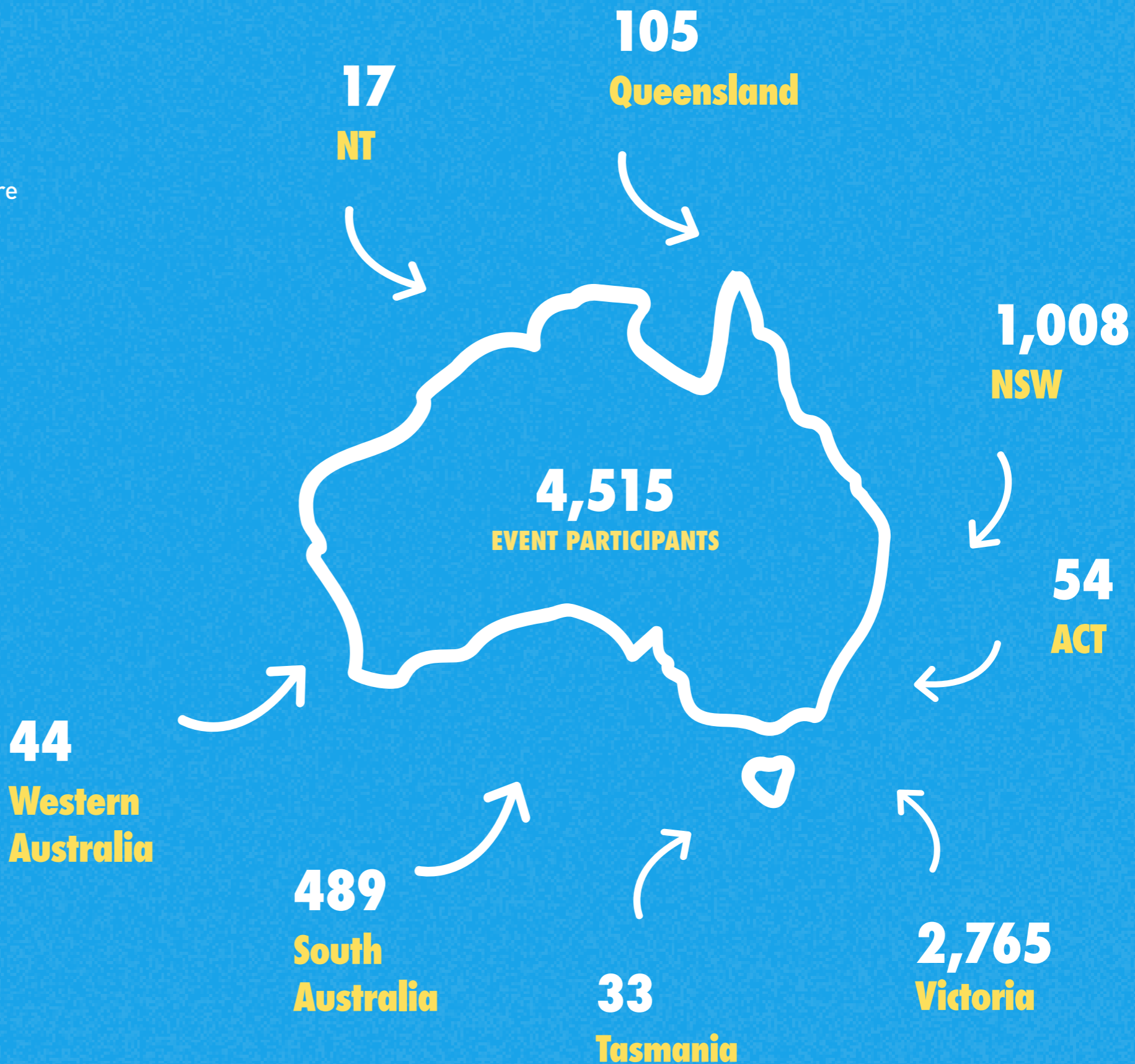
# LOCATION

Young people from all over Australia attend Minus18 events - both in person and online.

Through our new programs, we were also able to ensure young people from regional and rural areas remain connected.

## LOCATION

Metropolitan	69%
Regional / Rural	31%



## IN THEIR OWN WORDS

### “ These Events Make Me Feel Safe

I love Minus18 events because they're always designed to be safe and accessible for disabled people. As an autistic person it makes me feel much more comfortable and helps me connect with other queer and gender diverse youth in ways I wouldn't otherwise get to. This event was perfect for me, thank you.

Attendee, 2023

”

### “ My Child Has Had A Taste Of Joy

To everyone at Minus18 - 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. Thank you, thank you!

Parent, 2022

”

### “ I Know I'm Not Alone

The highlight of my night was being around other queer people! It's so amazing to see my community and take a break. It reminds me that we don't fight alone and it's worth every negative moment to keep going for the love we all have.

Attendee, 2023

”

### “ THANK YOU!!

AHHHH there were so many super fun moments that made me feel super connected not only to my own identity but to the community. I absolutely adored all of the drag performances I got to watch. I've found growing up in Australia there seem to very little places that actually advocate for me. Thank you!

”



# EMERGING ARTISTS

We created **100 paid opportunities** for emerging LGBTQIA+ artists.



Through our youth programs, we created exactly 100 paid opportunities for emerging LGBTQIA+ artists and performers.

- 86% of these artists were under 30 years old.
- 61% of artists were trans, non binary or gender diverse.
- 55% of artists booked were people of colour.
- 14% of artists booked were Aboriginal or Torres Strait Islander people.



# INCLUSION

We work to ensure all young people are included in our programs.



## 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.



## EMERGING ARTISTS

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



## YOUTH WORKERS

All events were supported and supervised by trained youth workers.



## DIVERSE EVENT TYPES

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



## DIGITAL AND IN PERSON

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



# LGBTQIA+ EDUCATION

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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



# EDUCATION SESSIONS

**458 LGBTQIA+ Education Sessions**  
were delivered this year.

## About the Program

Heading into schools, youth services and workplaces across Australia, our Education Presenters deliver powerful sessions to build LGBTQIA+ understanding and inspire inclusive action.

This year we increased the number of education sessions delivered by 21%.

## After the Session

**97%**

of participants reported that their understanding of LGBTQIA+ inclusion increased.<sup>1</sup>

**97%**

reported feeling better prepared to stand up against LGBTQIA+ discrimination and bullying.<sup>1</sup>



<sup>1</sup> Minus18 Post-Education Impact Surveys, 2022 - 2023 (n=4201).

# BREAKDOWN



## SCHOOLS

Live, interactive sessions held directly for LGBTQIA+ youth, secondary school students, and secondary school teachers.

→ 126 sessions held.



## YOUTH SERVICES & WORKPLACES

Live, interactive sessions held for youth services that support LGBTQIA+ youth, and workplaces of LGBTQIA+ youth.

→ 256 sessions held.



## PRE-RECORDED KEYNOTES

Pre-recorded, digital sessions provided to all audiences.

→ 76 sessions held.



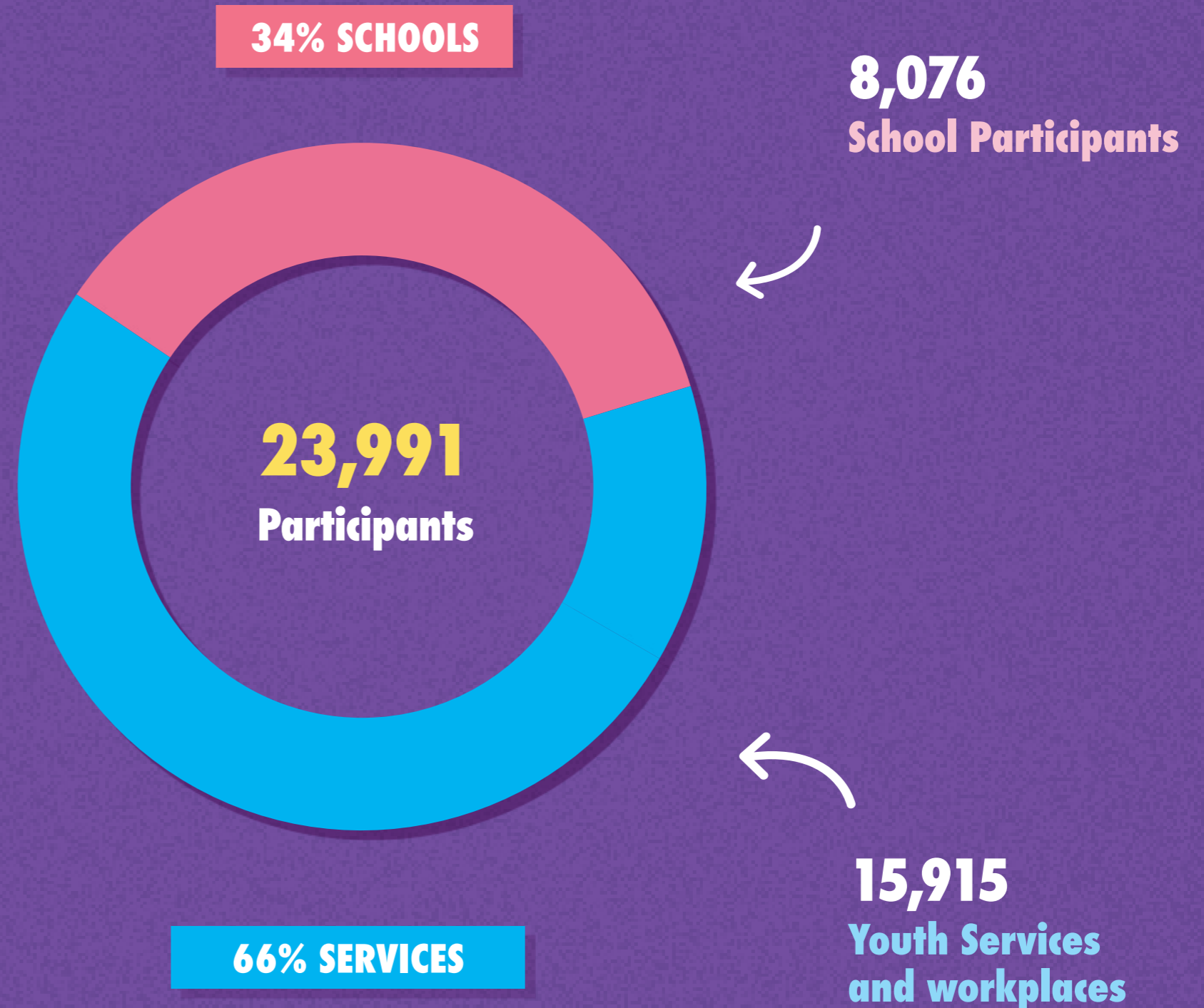
# 23,991 PEOPLE ATTENDED THESE INTERACTIVE SESSIONS

We increased the number of people participating in Workshops and Training this year by 19% (23,991 up from 20,207 people last year).

- 8,076 participants were from schools.
- 15,915 participants were from youth services or workplaces.
- 20% of all sessions were delivered to regional and rural communities.

## LOCATION

Metropolitan	80%
Regional / Rural	20%



An additional 7,600 additional people tuned in to pre-recorded keynotes. Their data is not shown.



# YOUTH IMPACT

It's not often that students and young people have a facilitated space to discuss LGBTQIA+ topics. Here's what they said after their session:

**93%**

Had an increased understanding of LGBTQIA+ identity and inclusion.<sup>1</sup>

**94%**

Reported feeling better prepared to support their LGBTQIA+ peers.<sup>1</sup>

**95%**

Reported feeling better prepared to stand up against LGBTQIA+ bullying.<sup>1</sup>

**97%**

Would recommend their workshop to others.<sup>1</sup>

“

## I Feel Like A Better Ally

The workshop was an inclusive, educational, and fun experience for everyone who participated today. I feel like I've expanded my knowledge of the LGBTQIA+ community and how to become a better ally!

Secondary Student, 2023

”

“

## Such Important Chats

This was such an open and accessible discussion, very informative and but in a easy to understand way :) I wish we had more of these conversations at school so that everyone feels included.

Thank you Minus18!

Youth Service Participant, 2023

”



<sup>1</sup> LGBTQIA+ Inclusion Student Surveys, 2022 - 2023 (n=1,650).

# TEACHERS & ADULTS

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

After their session:

**99%**

Had an increased understanding of LGBTQIA+ identity and inclusion.<sup>1</sup>

**100%**

Reported feeling better prepared to support LGBTQIA+ people.<sup>1</sup>

**99%**

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

**99%**

Would recommend their training session to others.<sup>1</sup>

“

## I Can Make A Difference In My Classroom

The presenter was so brave sharing their experience.

It gave me a strong sense of empathy. I feel I have a better understanding of LGBTQIA+ community and I feel empowered to make a positive difference in my classroom!

Teacher, 2023

”

“

## Most Engagement Training Of Any Kind

This was, hands down, the most engaging training session of any kind that I have attended. The atmosphere and energy that the presenter brought to the room was such a breathe of fresh air and I appreciate the safe space they created in order for us to ask questions so that we can go on to create safe spaces for others.

Youth Service Participant, 2023



<sup>1</sup> LGBTQIA+ Inclusion Training Participant Surveys, 2022 - 2023 (n=2,551).

# DIGITAL RESOURCES

1.16 million people accessed free digital resources on LGBTQIA+ identity and allyship.

## MINUS18

1.06 Million people accessed the Minus18 platform this year.

Minus18 hosts free articles for young people on identity, health and wellbeing.

## IDAHOBIT

100k people accessed the new IDAHOBIT platform, which launched in March 2023.

This platform provides free resources and information on LGBTQIA+ identity and allyship for schools and workplaces.



RESOURCES • RESOURCES • RESOURCES • RESOURCES

# VISIBILITY & ALLYSHIP

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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.
- Campaigns to inspire inclusion activities.
- Partnerships to innovate LGBTQIA+ inclusion.
- Pride Packs for schools and workplaces.



# INCLUSION ACTIVITIES

We inspired **1.3 million people** to attend LGBTQIA+ inclusion activities.

## About the Program

40,410



### Community Supporters

40,410 young people, schools, workplaces and families have signed up to support our mission to improve the lives of LGBTQIA+ youth.

9,364



### Inclusion Activities

Our supporters held 9,364 inclusion activities in the past 12 months. From whole school assemblies to family pride picnics, these events build LGBTQIA+ inclusion and visibility within the community.

1.3 million



### Activity Participants

Approximately 1.3 million people attended these inclusion activities across the year. It's amazing to see the collective impact we can make together!



MS • CHAMPIONS



# BREAKDOWN



## IDAHOBIT

Go Rainbow on May 17 - International Day Against LGBTQIA+ Discrimination and start creating ongoing change. This year:

- 5,078 Inclusion Activities held.
- 741,388 people attended in total.



## WEAR IT PURPLE® DAY

We go purple on the last Friday in August to raise awareness for the disproportionate rates of bullying LGBTQIA+ young people still face. This year:

- 2,805 Inclusion Activities held.
- 474,045 people attended in total.



## TRANS AWARENESS WEEK

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

- 1,481 Inclusion Activities held.
- 167,153 people attended in total.



# THE IMPACT

**99%**

of Activity Organisers said their activity made a positive impact in their community.<sup>1</sup>

**97%**

said their activity sparked ongoing inclusion beyond the day.<sup>1</sup>

## “ This Is The Way We “Walk the Walk”

I have noticed during committee meetings we like to “talk the talk” in relation to our club’s diversity and inclusion, but don’t always “walk the walk”. I therefore purchased 2 packs of rainbow ribbons so the boys team could get involved. Merely pinning them on each boy brought up the conversation that allowed us to talk about respect. If I can make just the slightest positive difference to a young person’s life then it makes it all worth it.

Coach, 2023

”

## “ Thank You For Helping Our School

Our school often talks about “diversity” and “respect”, but they have been hesitant to do any sort of pride activity for our rainbow students. FINALLY after over a year of student requests, we were able to use the Minus18 resources to host our first Wear It Purple day. We put up posters, played the Minus18 video, and talked about ways we can better include those who are gay and trans. Thank you for all the great resources and support you create.

Teacher, 2023

”



<sup>1</sup> Awareness Campaign Participant Surveys, 2022 - 2023 (n=659).

# PRIDE PACKS

We sent 8,513 Pride Packs to help schools and workplaces build inclusion.

## About the Program

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

This year we sent 2,261 free Pride Packs to schools and community groups (up from 1,950 last year).

## This year

**27%**

of all Pride Packs sent were provided completely for free, empowering schools and community groups with the resources they need to champion LGBTQIA+ inclusion.





# PRIDE PRODUCT HIGHLIGHTS



## Rainbow Lanyards

Wearing a rainbow lanyard lets your colleagues, clients, or students know you stand with the LGBTQIA+ community – whether you're part of the community or an ally!



## Posters

Pride posters are a simple, visible, and meaningful way to signal LGBTQIA+ inclusion to all who enter your space.



## Pronoun Badges and Pins

Displaying your pronouns lets others know you'll respect theirs, and their gender identity.



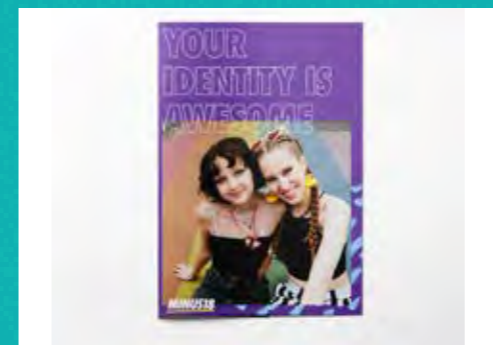
## Education Flyers

Flyers and written resources for to support LGBTQIA+ allyship.



## Pride Pins

Wearing a rainbow pin lets others know you stand with the LGBTQIA+ community. Visible pride and allyship – at work, school or out in the world – makes a difference!



## Youth Booklets

Featuring stories from young people across Australia, this booklet is the perfect starting point for any young person wanting to understand more about LGBTQIA+ identity and how to access support.

# PARTNERSHIPS

We partnered with 37 orgs to bring LGBTQIA+ inclusion initiatives Australia-wide.

## About the Program

We work with local, national and international partners to bring our programs to life. All our partners must align to our partnership values and create ongoing impact for the LGBTQIA+ community:

## Our Partnership Values

- **LGBTQIA+ Inclusion** - Partners demonstrate a record supporting the LGBTQIA+ community and employees.
- **Youth Empowerment** - Partners demonstrate a record of treating youth with respect, and our partnership creates positive outcomes for young people.
- **Shared Alignment** - We share the mission to elevate voices from diverse communities, and our partnership improves the financial sustainability of LGBTQIA+ groups and people.



# SYDNEY WORLDPRIDE



**BONDS**<sup>®</sup>

Minus18 partnered with Bonds to march at our first Mardi Gras parade as part of Sydney WorldPride. Young people marched down Oxford Street, holding signs with their dreams for an inclusive Australia.



# PARTNER HIGHLIGHTS



## Safe and Inclusive School Formals

**Hilton** hotels in Australia host thousands of students at high school formals each year. Minus18 partnered with Hilton on the first year of our strategy to deliver LGBTQIA+ inclusion training to hotels across the country.



## Free School Resource Kits

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



## LGBTQIA+ Visibility

Minus18 partnered with **GPT shopping centres** across major cities and regional towns to celebrate IDAHOBIT, Wear it Purple® Day and Trans Awareness Week.



## ENGAGE! x Young Leaders

The **Victorian Government's Engage!** program is supporting LGBTQIA+ young people to have the opportunities and support they need to achieve their goals, funding our Young Leaders Program for youth aged 18-25.



## Free Regional Workshops

Thanks to the **Ross Trust**, Minus18 LGBTQIA+ inclusion workshops have been made free across regional & rural Victoria, supporting thousands of young people to participate.

## LEGENDARY PARTNERS



In our fourth year of partnership, Bonds continues to champion our Queer Formal events across Australia, celebrate the diversity of the LGBTQIA+ community, fundraise for free workshops - which they've also completed themselves - and supported Minus18 march in the 2023 WorldPride parade.



Since 2016, Converse and Minus18 have worked together across pride campaigns and elevating the voices of LGBTQIA+ young creatives. As a proud sponsor of Queer Formal events across Australia, helping to ensure every ticket is free.



Working together, lululemon has ensured our Minus18 Digital Events program is free and accessible for all LGBTQIA+ young people across Australia. Through an approach that is both Proud & Present, we've worked with the team celebrating Wear it Purple® day and the Mardi Gras season.

## PARTNERS

### EVENT SPONSORS

Bonds  
Converse  
Quay  
The Body Shop  
National Gallery of Victoria  
VicHealth  
Science Gallery  
University of Melbourne  
Immigration Museum  
TEVA

### COMMUNITY PARTNERS

Victorian Government  
Victorian Pride Centre  
Gandel Foundation  
Sydney Gay & Lesbian Mardi Gras  
Midsumma Festival  
City of Port Phillip  
HEY! Partners  
FReeZA

### FUNDING PARTNERS

lululemon  
VicHealth  
Disney  
Engage!  
Sidney Myer  
The Body Shop  
Foundation for Young Australians  
American Express

### COLLABORATING PARTNERS

P&G  
American Express  
Hilton  
GPT  
Levi's  
Skittles  
IKEA  
Virgin Australia  
Kerastase  
General Pants Co  
Typo

# FINANCIAL SUSTAINABILITY

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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.



# THANK YOU

Thank you to our donors, fundraisers 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+

Sidney Myer Trust Fund  
Victorian Government - Engage!  
Victorian Government - Diverse Communities Grant

### \$10,000+

Ross Trust  
City of Stonnington  
City of Melbourne

## DONORS

### \$10,000+

Allens  
Quadlock  
Blueshore Charitable Trust  
Albert van Moorst Memorial Fund  
Booking.com  
MobileMuster  
Peloton  
Adyen  
Lendlease

### \$2,000+

Northern TRUST  
Beige Technologies  
Kilfera Foundation  
Trimont Real Estate Services  
Future Super  
IRAL Foundation  
Findex Community Fund  
InterRetail & Charter Hall  
Barry's Bootcamp  
Metcash  
Apple

TPG Telecom  
Damien Hickey  
GPT  
Optus  
SkinKandy  
Berwick Springs Hotel  
First Sentier Investors  
Park Hyatt Sydney  
MinterEllison  
Australian Venue Co  
International Gay and Lesbian Football Association  
Black Metal Rainbows  
Revolut  
1World Charity Shops  
Carlton Football Club  
QMS Media  
Arms of Eve  
Wild Republic  
Bingo loco  
Intuit  
Culture Amp  
Erstwilder



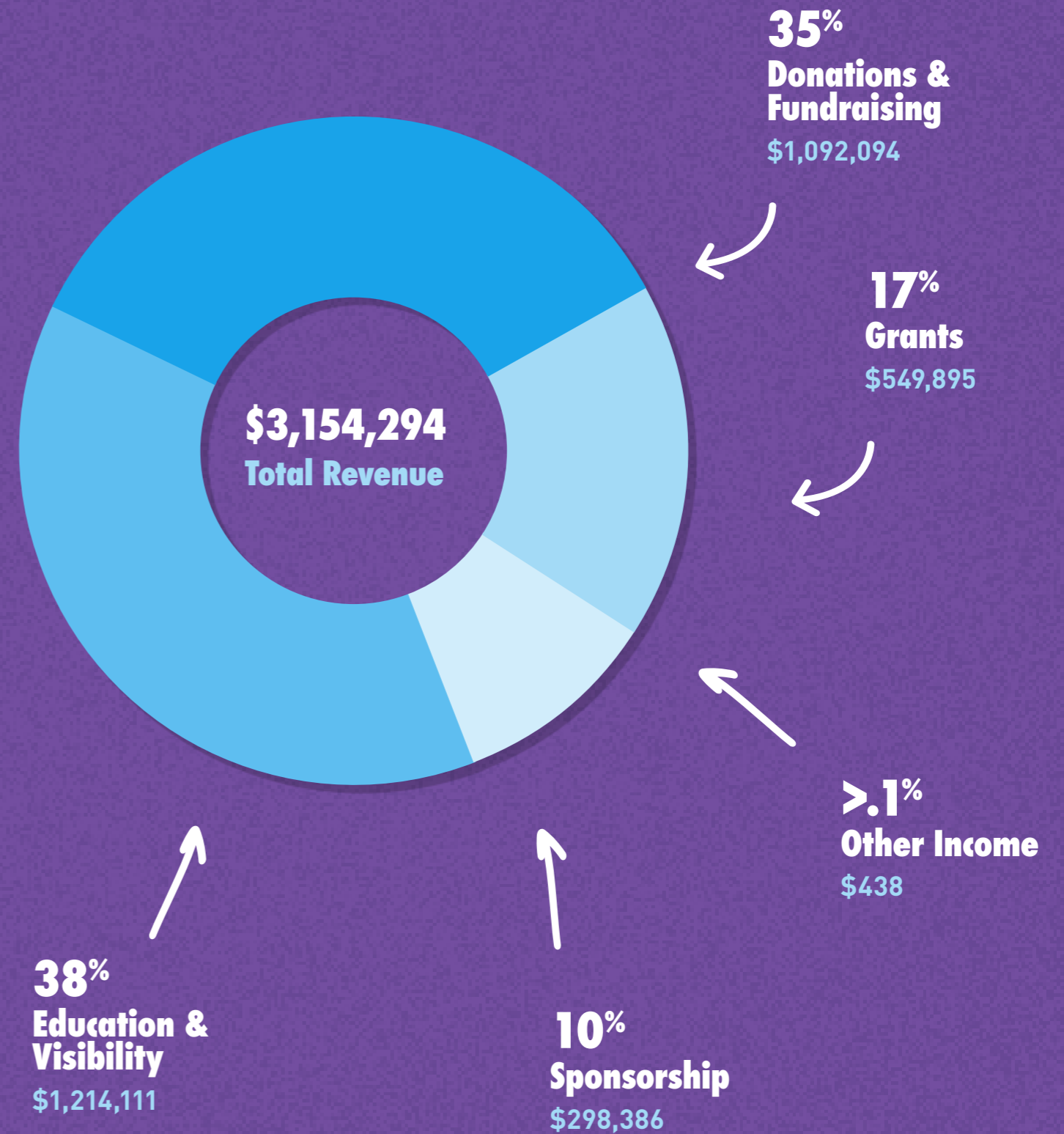
Only those who have opted to have their donation public are shown. If you have made a donation and would like to be listed in our next report, please contact us and let us know.

# 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 in the years to come.

This has been achieved through an increased demand for LGBTQIA+ education in schools and workplaces throughout the year, as Minus18 continues to be the preferred supplier for these services.

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 and new initiatives outlined in our strategic plan (see page 43).



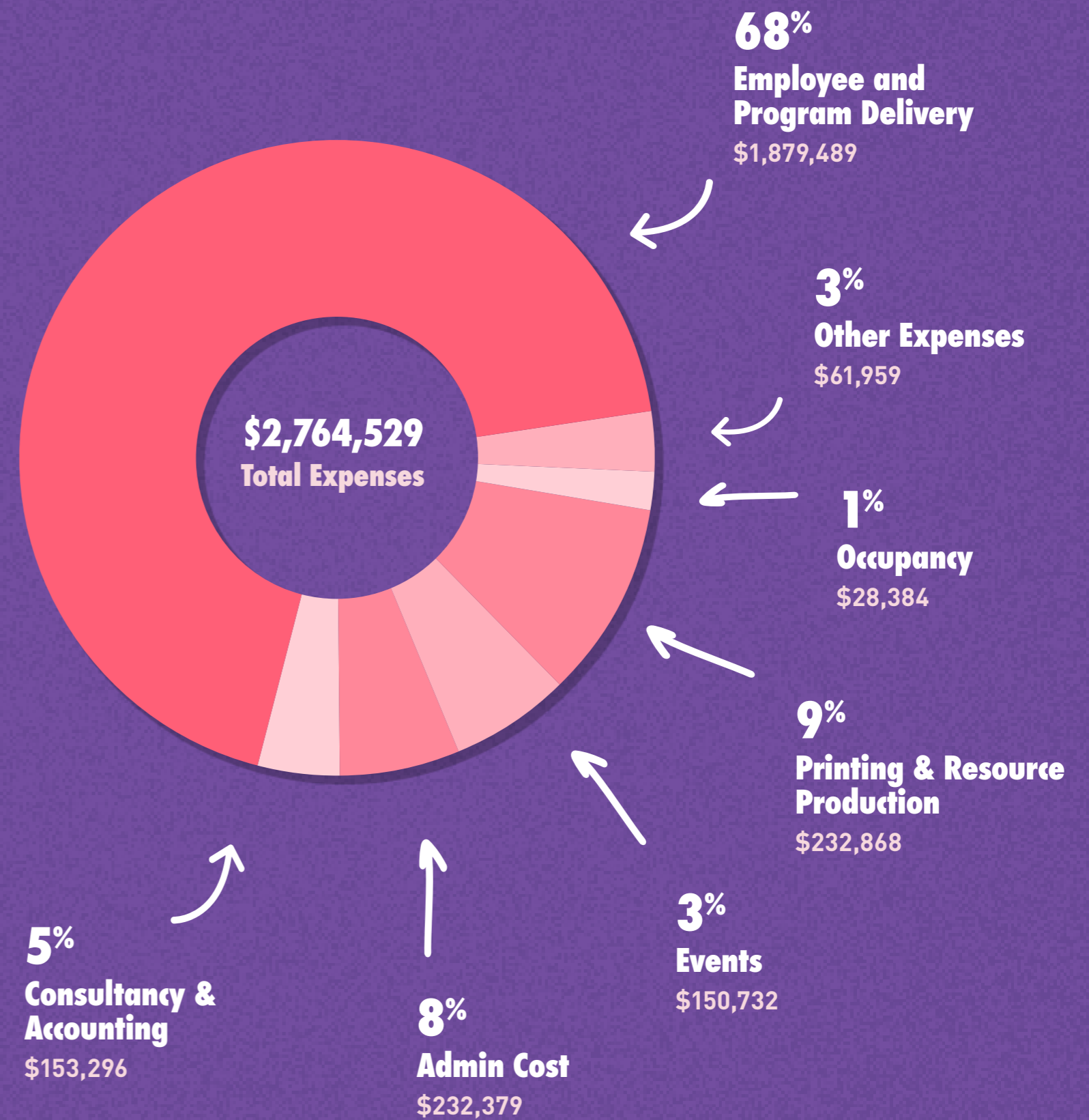


# WHERE THE MONEY WAS SPENT

This year we were able to utilise our 2022 surplus to set our 2023 - 2026 strategic plan, and begin our ambitious investments in youth and community facing programs.

This year, our youth programs and events returned to in person (while maintaining digital spaces). This resulted in increased event costs throughout the year.

Notably, printing and resource production costs increased this year, in response to the increased demand for LGBTQIA+ education resources across Australia.



## INCOME STATEMENT

	2023 \$	2022 \$
<b>REVENUE</b>		
Donations & Fundraising income	1,092,094	941,610
Event income	-	148
Grant income	549,895	287,291
Sponsorship income	298,386	299,693
Education & Visibility income	1,214,111	873,324
Other revenue	438	596
<b>Total Revenue for year</b>	<b>3,154,294</b>	<b>2,402,662</b>
<b>EXPENSES</b>		
Administration & Overhead expenses	(232,379)	(144,656)
Consulting and Accounting expenses	(153,296)	(164,689)
Employee Benefits expense	(1,879,489)	(1,169,746)
Events expenses	(150,732)	(29,935)
Finance charges on AASB 16 lease liability	(2,942)	(730)
Occupancy expenses	(28,384)	(26,684)
Printing & Resource production	(232,868)	(151,053)
Other expenses	(61,959)	(59,341)
<b>Total Expenses for year</b>	<b>(2,764,529)</b>	<b>(1,769,145)</b>
<b>Total Comprehensive Income for the year</b>	<b>470,095</b>	<b>573,824</b>

## FINANCIAL POSITION

	2023 \$	2022 \$
<b>ASSETS</b>		
Cash & cash equivalents	2,716,365	2,040,361
Financial assets	396,899	315,925
Trade receivables & other assets	105,513	254,051
<b>Total current assets</b>	<b>3,218,777</b>	<b>2,610,337</b>
<b>NON CURRENT ASSETS</b>		
Equipment & Lease Property	73,259	90,390
<b>Total non current assets</b>	<b>73,259</b>	<b>90,390</b>
<b>Total Assets</b>	<b>3,292,036</b>	<b>2,700,727</b>
<b>CURRENT LIABILITIES</b>		
Trade & other payables	265,589	166,319
Income received in advance	302,480	335,210
Lease liability & provisions	173,-072	99,246
<b>NON CURRENT LIABILITIES</b>		
Lease liability & provisions	48,064	67,216
<b>Total Liabilities</b>	<b>789,205</b>	<b>667,991</b>
<b>Equity</b>		
Accumulated Surplus	2,532,418	2,066,763
Reserve	(29,587)	(34,027)
<b>Total Equity</b>	<b>2,502,831</b>	<b>2,032,736</b>

Our accounts are independently audited  
by Stannards Accountants & Advisors.

**FULL FINANCIAL REPORT**

# WHAT'S NEXT

Thanks to your support, we're increasing our investments to improve the lives of LGBTQIA+ youth.



## 2023-2026 Strategic Plan

Our new Strategic Plan outlines the new areas of investment we will be making from 2023-2025. Including:



## Education Growth

We are increasing the number of education offerings, and the ways we deliver these - especially for the needs of youth-specific industries.



## National Youth Survey

Work is underway to conduct Minus18's first National LGBTQIA+ Youth Survey, aiming to amplify the voices of over 2,000 youth.



## Diversity and Inclusion

We are developing our next, whole of organisation diversity and inclusion strategy, ensuring young people from all walks of life continue to benefit from our work.



## Youth Program Growth

We are growing the frequency of our youth events and programs, and continuing to adapt these to the consulted needs of LGBTQIA+ youth.



## 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:



[VIEW THE STRATEGIC PLAN](#)

[MINUS18](#)



# MINUS18

## AUSTRALIA'S CHAMPIONS FOR LGBTQIA+ YOUTH



THANK YOU • THANK YOU

THANK YOU