

RainbowYOUTH

VALUE	OBJECTIVE	GOAL	TACTIC
CONNECTING COMMUNITIES	RainbowYOUTH has a sustainable resource production and distribution scheme	Continue, maintain and look for further growth opportunities for existing campaigns, including I'm Local, You Me Us and Inside Out	Identify gaps in resources for the queer and gender diverse community + key organisations to partner with.
			Create a research based overview of our existing resources (for funders)
			Maintaining resources that are accessible
			Actively seek partnerships with orgs to create and develop and distribute further resources
	Education resource is relevant and helps to establish safe cultures within schools and other organisations	Flesh out/develop the Partnership Schools Programme with research backing	Conduct community consultation with schools and wider community groups
			Identify pilot schools
		Secure funding for the Partnership Schools Programme	Research for funding
			Review Education Programme
			Develop a national framework for education.
			Develop Teacher evaluation form
	Work with existing educators to make more of core NZ curriculum reflective of diverse sexualities and gender identities		
	Staff to develop Casual Educator training/recruitment processes, tying into Education review		

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OPENING MINDS	RainbowYOUTH is a non-political organisation with regard to political party, meaning we can stand and advocate for queer and gender diverse youth with Ministries, regardless of majority government.	Government Ministries understand the challenges and needs of queer and gender diverse youth, and know to approach RY for consultation	GM to build relationships within Ministries and other NGO spaces for the purposes of advocacy and opportunities for funding
		Where it is identified that policy could have an adverse effect on the wellbeing of queer and gender diverse young people, RainbowYOUTH will advocate within the bounds of Te Tiriti o Waitangi, Youth Worker Code of Ethics and UN Human Rights convention.	Upskill staff and board on Te Tiriti o Waitangi, Youth Worker Code of Ethics and UN Human Rights convention.
	Through research and membership data, we approach ministry to help create policy that improves the wellbeing of queer and gender diverse youth.	Establish a framework within RainbowYOUTH to capture data analytics for the purpose of research and funding.	ED to identify and collate significant organisational data, establishing ongoing processes to ensure consistency
	Whānau are connected and engaged in support for themselves and their Rangatahi	Develop existing programmes and relationships to support Whānau	Work existing connections to increase support available to Whānau, For example: Lunch time seminars for Parents 3 minute resource Regular network meetings Whānau Hui
			Whānau support room
		Reach out to locales	ED to deliver increasing number of

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		(religious, schools, rural, places of employment, etc) of isolation for queer and gender diverse Rangatahi to advocate for their wellbeing.	tailored P.D. sessions into workplaces
EMPOWERING RANGATAHI	RainbowYOUTH will have a streamlined and comprehensive referral pathway for the rangatahi it supports.	Have an active presence in Māori and Pacific queer and gender diverse communities	Prioritise face-to-face contact/connections/communication
			Attend three events we have never had a presence at before (staff)
		Refine and review peer support model (eg. facilitation groups).	Review our facilitator trainings and generally review our groups process
			Formalise all volunteer position/process/training
			Source funding for staff capacity to get out to satellite groups more regularly
		Identify different support streams and develop processes around support and referral.	Develop spaces/situations for Support Coordinator to build contacts with other services
			Research into other providers' referral processes
			Create and develop a process around case files and client information.

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GROW TOGETHER	RainbowYOUTH staff and board to build and maintain key relationships with youth providers/groups in Aotearoa	Have reciprocal relationships with youth providers in Aotearoa &	Co-hosting events and projects on a small scale with other providers
		Strong relationships with queer and gender diverse providers in Aotearoa	Work to create 4 MOUs with different organisations across cultures, regions and different service provisions.
		Connecting members with other parts of the queer and gender diverse community	Plan an annual fundraiser for RainbowYOUTH
			Auckland Pride week, Events engagement
		Establish an organisational structure that allows for national growth	Board to review JDs
			Committees to review HR Policy, Procedure and Governance Structure of RainbowYOUTH
			Review incoming grants with a view to multi year funding