



Inside  OUT

InsideOUT KŌARO

TATŪ KI ROTO, TATŪ KI WAHO

Annual Report April 2019 - March 2020

InsideOUT's vision is for all rainbow young people in Aotearoa New Zealand to have a sense of safety and belonging in their schools and communities.

Our Services

Currently the main services InsideOUT aims to provide are:

- Providing **education** and **consultation** about sexuality, sex and gender diversity
- Managing and operating a range of youth-targeted **projects** and **campaigns**
- Producing, sharing, and promoting **resources** that support our vision
- Fostering and supporting the development of **rainbow inclusive schools**
- Creating regional and national **education and networking opportunities**
- Advocating for the **rights** and **visibility** of rainbow communities

Contact us:

hello@insideout.org.nz

0273314507

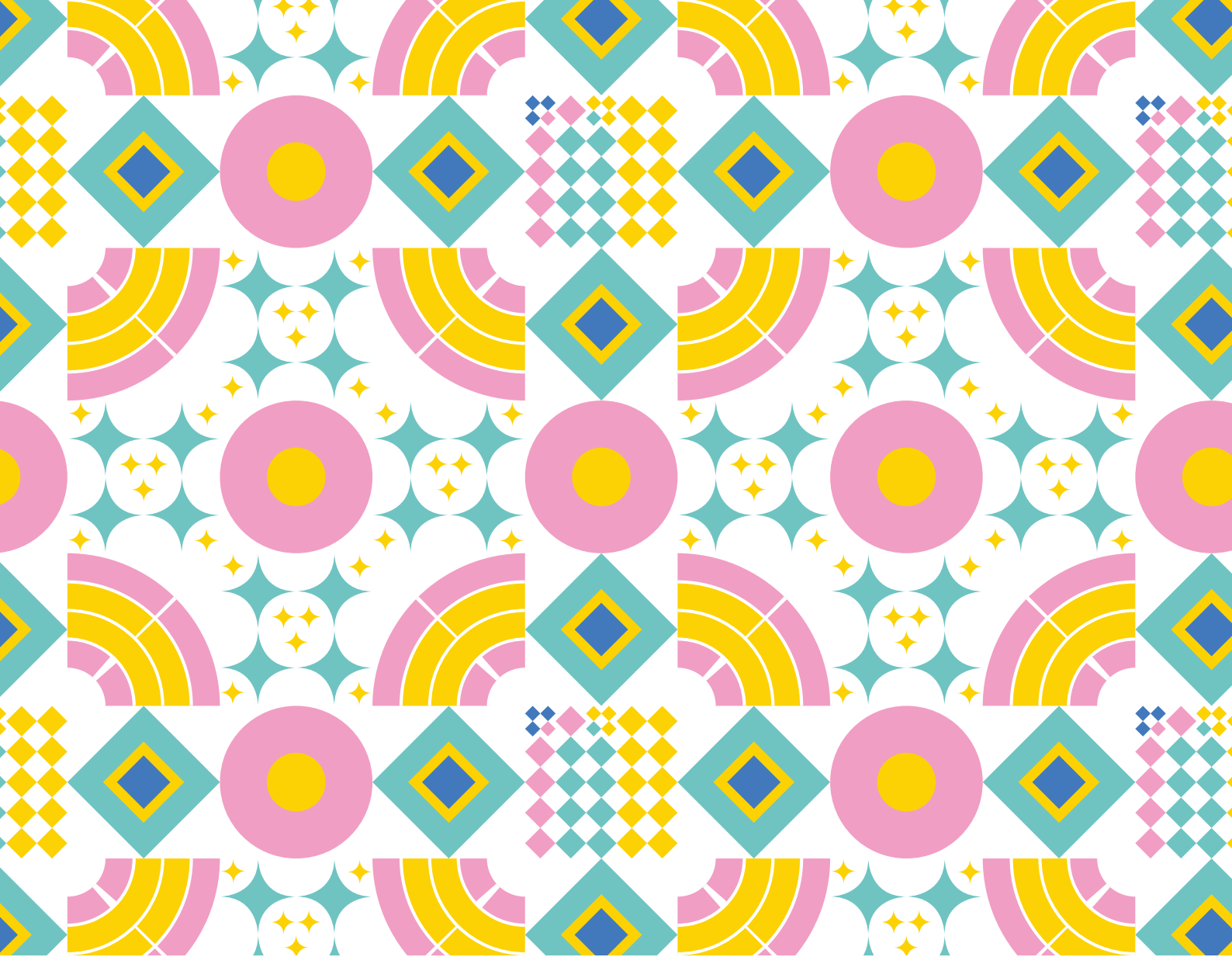
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Instagram: [instagram.com/insideoutkoaro](https://www.instagram.com/insideoutkoaro)

Twitter: twitter.com/insideoutkoaro

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Our People

19/20 Staff

Managing Director - Tabby Besley

Volunteer and Education Coordinator - Rosie Leadbitter

Schools Network and Manawatū Schools Coordinator - Emmett Roberts

Wellington School's Coordinator - Bronwyn Kerr

Canterbury Schools Coordinator - Nic Dorward

Auckland Schools Coordinator - Petazae Thoms

Shift Hui Coordinator - Jean Puawananga Sergent

Out on the Shelves Coordinator - Erin Fae

Creating Rainbow Inclusive Schools Facilitation - Emmett Roberts, Tabby Besley, Compass Ramsay, Jaye Barclay

Board of Trustees 19/20

Chairperson - Jaye Barclay

Co-secretary - Alex Ker

Co-secretary - Stella Ivory

Executive Advisor - Amanda Hill

Executive Advisor - Karen Harris

Executive Advisor - Julia de Bres

Trustee - Rosie Melchers

Trustee - Brock Stobbs

Trustee - Jasper James

Trustee - Rebekah Senanayake

Trustee - Juliette Clark

We would like to acknowledge former board members who resigned in the 2019-2020 year:

Secretary - Heather Holdaway

Treasurer - Amber Bohanna

Trustee - Kate Aschoff

Trustee - Nerida Kelly

Executive Advisor - Bronwyn Haines



Our Volunteers

Compass Ramsay

Shay Tanirau

Jiabao Zhao

Charlie Zonneville

Laura Duffy

Maggie Shippam

Aliyah Winter

Rosie Leadbitter

Rowan Moulder

Nikaore Pōhatu-Hawkins

Brittany Hobcraft

Vee Collerton-McKay

George Coutts

Neo Kenny

Alfred Van De Wiel

Abby Robertson

Sophie Lake

Tallulah Cardno

Jedidiah Briggs

Melissa Gibson

Emlyn Marshall

Hayden Malan

Charlie Voong

Hugo Cordue

Kate McDonald

Alice Barthelemy

Spencer Sharpe

Josh Naus

Tiare Taamaru

Malachi Johnstone

Zoe Braithwaite

Hana Clough

Kitty Sneyd-Utting

Josh Pope

Ari Banog

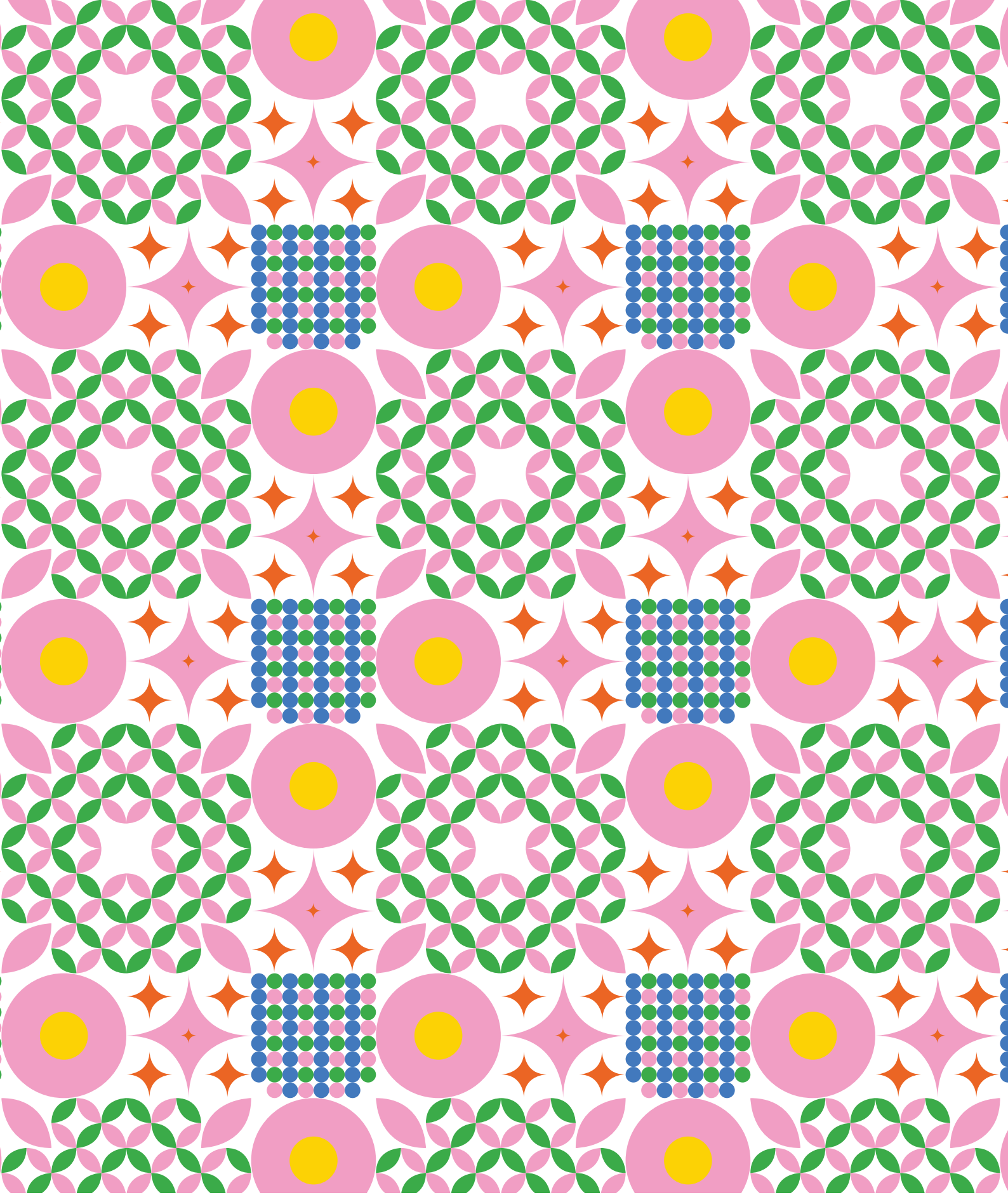
Stan Thomas

Ruary Sloan

Louis McCullough

Sarah Eynon

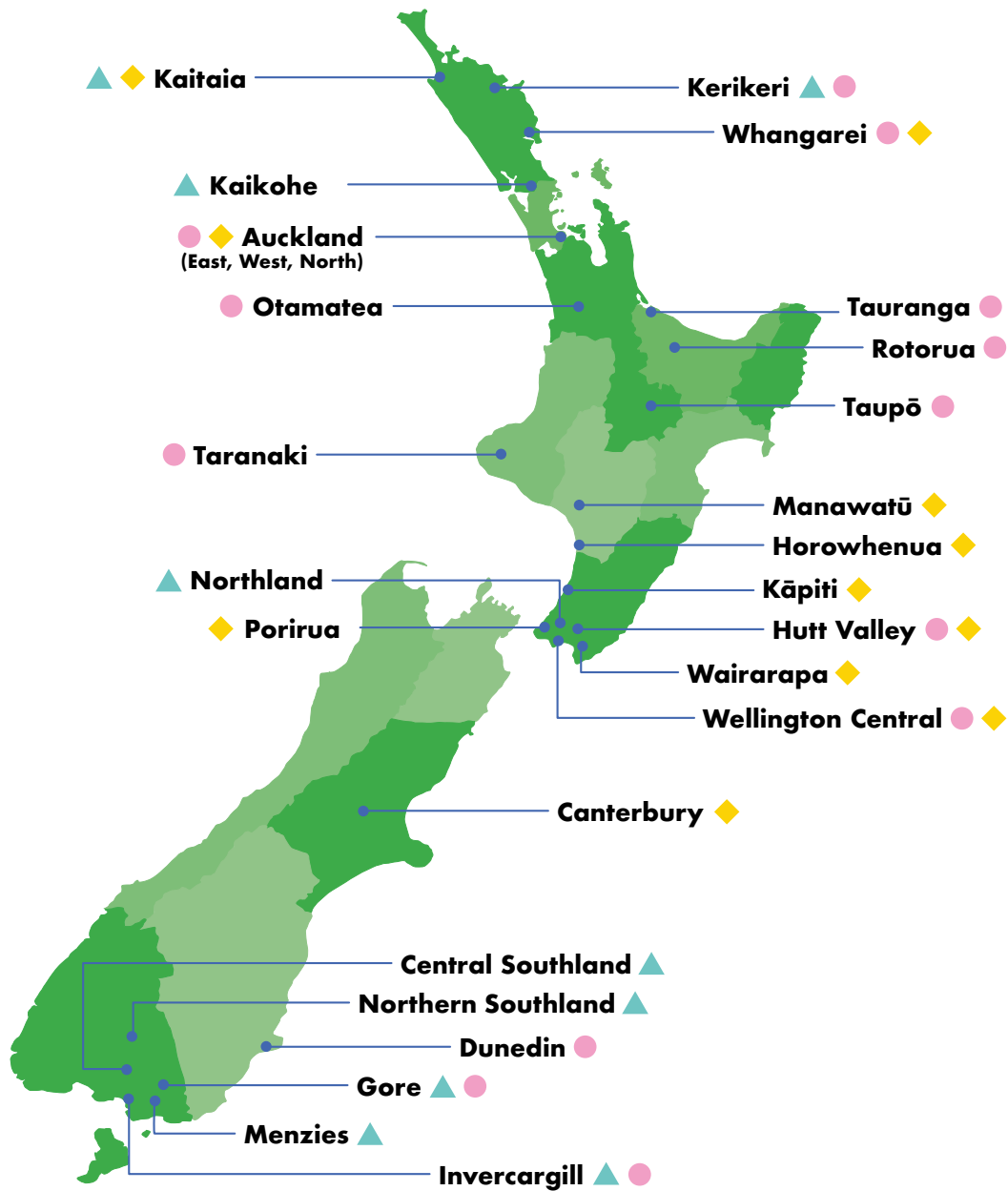
And all the incredible volunteers who came on board for our Shift Hui 2019!



Where We've Been

Key:

- ▲ Creating Rainbow Inclusive Schools staff and or student workshops held
- Creating Rainbow Inclusive Schools community workshop held
- ◆ Support from our Schools Coordinators



Over 110 resource orders sent out across NZ

4988
downloads of Making Schools Safer For Trans and Gender Diverse Youth

Around 500
physical copies of each of these resources were distributed

896
downloads of Pōwhiri Guidebook

1537
downloads of Starting and Strengthening Rainbow Diversity Groups

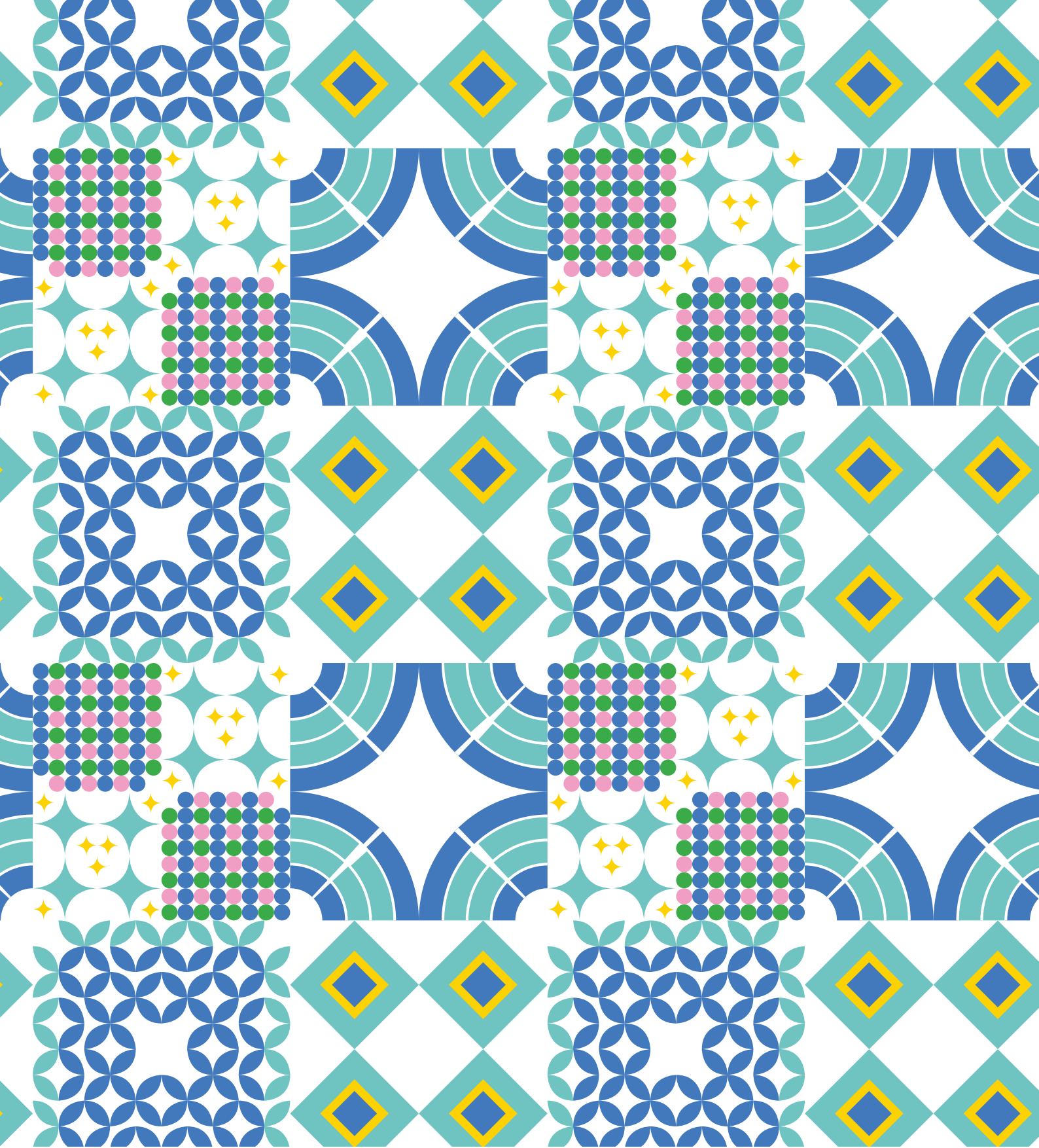
Over 4,600
views of our More Than Four video resource

6.3k
YouTube views

2714
downloads of Supporting Aotearoa's Rainbow People

883
downloads of Legal Rights For Young People of Minority Sexualities and Genders

Over 1 million
website hits



Significant Achievements



We couldn't believe it when we won the Supreme Award and the Education and Child/Youth Development Award at the Wellington Airport Regional Community Awards in November!

"We first became aware of the great work InsideOUT were doing when they became category award winners in 2016. The calibre of the finalists has been outstanding again this year, but what really stood out for the judges was the progression InsideOUT has made over the past three years. The organisation has gone above and beyond to provide the resources and support schools and communities need to make New Zealand an inclusive place, especially for young people, and they are very deserved winners"
- Steve Sanderson, Chief Executive of Wellington Airport



Over the last year our Managing Director Tabby was a finalist for the Impact Awards, received a Kiwibank Local Hero Award and became one of three finalists for Young New Zealander of the Year.



Our Chairperson Jaye spoke on the mana taiohi youth leadership plenary at the first Global Feminist's LQB* Women's* conference in South Africa.



Tabby and our board member Alex presented at the International Youth Mental Health Conference in Brisbane on the wellbeing of LGBTQIA+ youth activists, supported by a research project with Dr Judith Sligo from the University of Otago.

What Young People Are Saying About Us

"I just love how big a part of my life they are, the people are all really lovely and genuinely care about me. The learning of Te Ao Māori and Te Reo have been an awesome experience and so valuable. Knowing that welcome but not in any way forced to help supports me to trust inside out. Eg. I know they won't make me do something that I'm not comfortable with. In my opinion InsideOUT is just a boss as charity with the best community/people."

"InsideOUT is really committed to including rangatahi voices within their work creating positive experiences, and that value for my voice during my time with them has done wonders for my self confidence."

"Mainly just being able to make friends and get to know others in the rainbow community. Coming from a smaller town, I was one of the only people I knew in the rainbow community. It makes everything a lot less lonely, and gives one hope for the future."

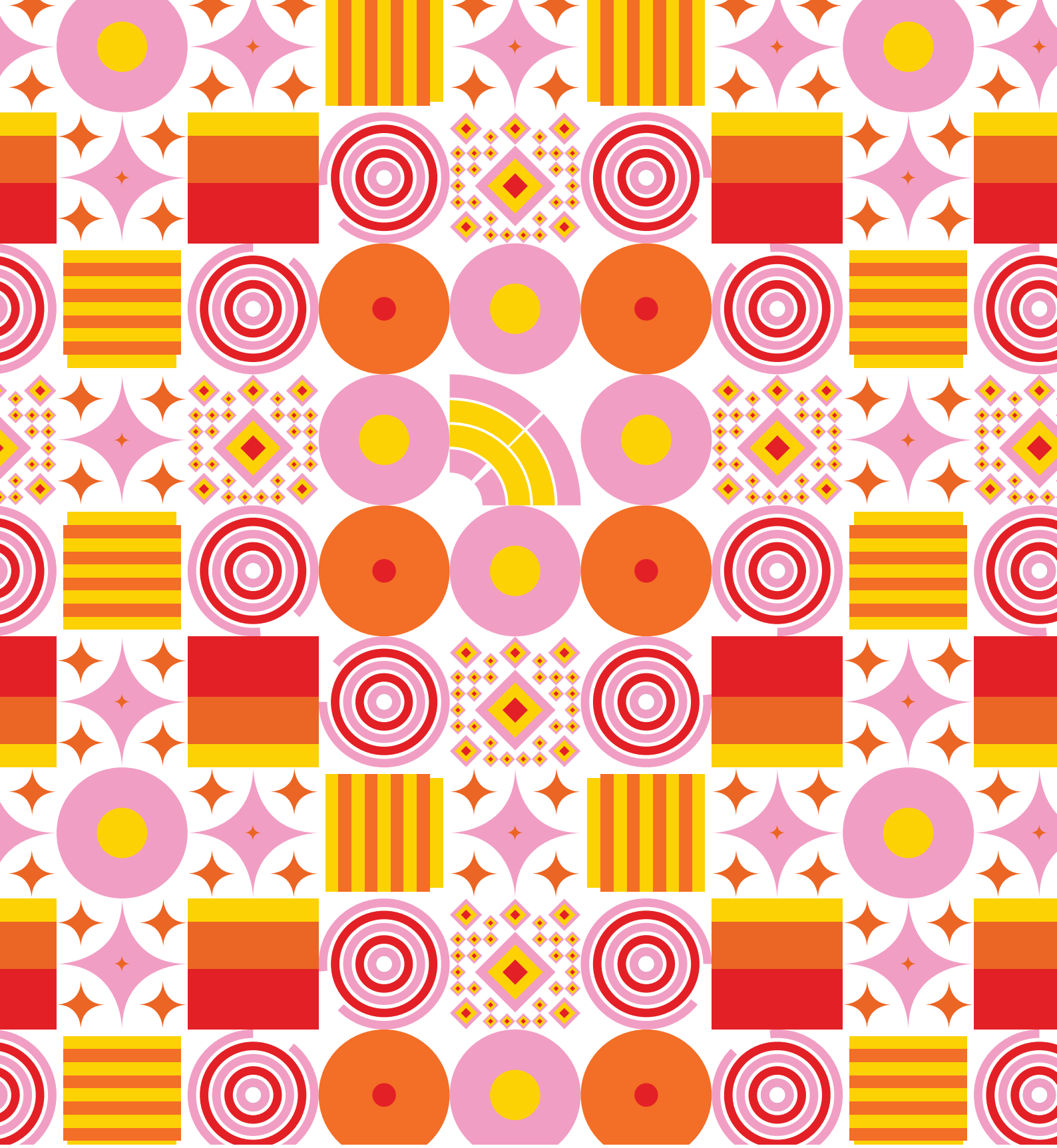
"Being able to share my story, my thoughts, my passions, my identity and in a way that is valued by others, that may be able to teach them something, or to hear something new, and to be able to take that away and implement new learning or realisations into the world around them, all makes those little differences to making the world a little bit better."

"I loved the Te Ao Māori workshops. We learnt so much about the culture and language and it's very helpful in understanding our community. The organisers and teachers were outstanding!"

"InsideOUT have given me some awesome experiences and skills. They have supported me for 3 years in which they have given me a sense of belonging and given me great facilitation and leadership skills. They have made me feel more confident about myself. I feel confident about leaving school now because of them. I know what I'm going to do once I leave school and I'm not too scared which can be attributed to InsideOUT's help. I just really love this charity."

"I love how engaging and kind the people there are, they really care about what they do and helping us to learn. They've helped recently with facilitation skills for QSA leadership and I feel more knowledgeable on how to help run our group now."

"Because I am an international student, learning from InsideOUT by engaging with others is essentially important to broaden my knowledge. I love the way InsideOUT empowers young people to involve and organize events. I have learned that young people are creative and initiative in which the activities are very interesting and interactive. My best memory with InsideOUT is InsideOUT's friendly staff."



Chairperson's Reflections



Ko Kurahaupō te waka

Ko Paraekaretu te maunga

Ko Rangitikei te awa

Nō Ngāti Apa me Ngāti Hauiti ahau

Ko Ngāti Kauae me Ngāti Taura ōku hapū

Ko Parewanui tōku marae

Ko Jaye Barclay tōku ingoa

Tēnā koutou,

2019-2020 has been another fantastic year!

This year I've been really excited to have been involved with several fantastic initiatives - one being the upskilling of our staff, board and volunteers in the use of te reo Māori. It's been a really exciting time seeing te reo become more incorporated into our organisation, and I look forward to helping guide the organisation for our haerenga reo Māori in the future.

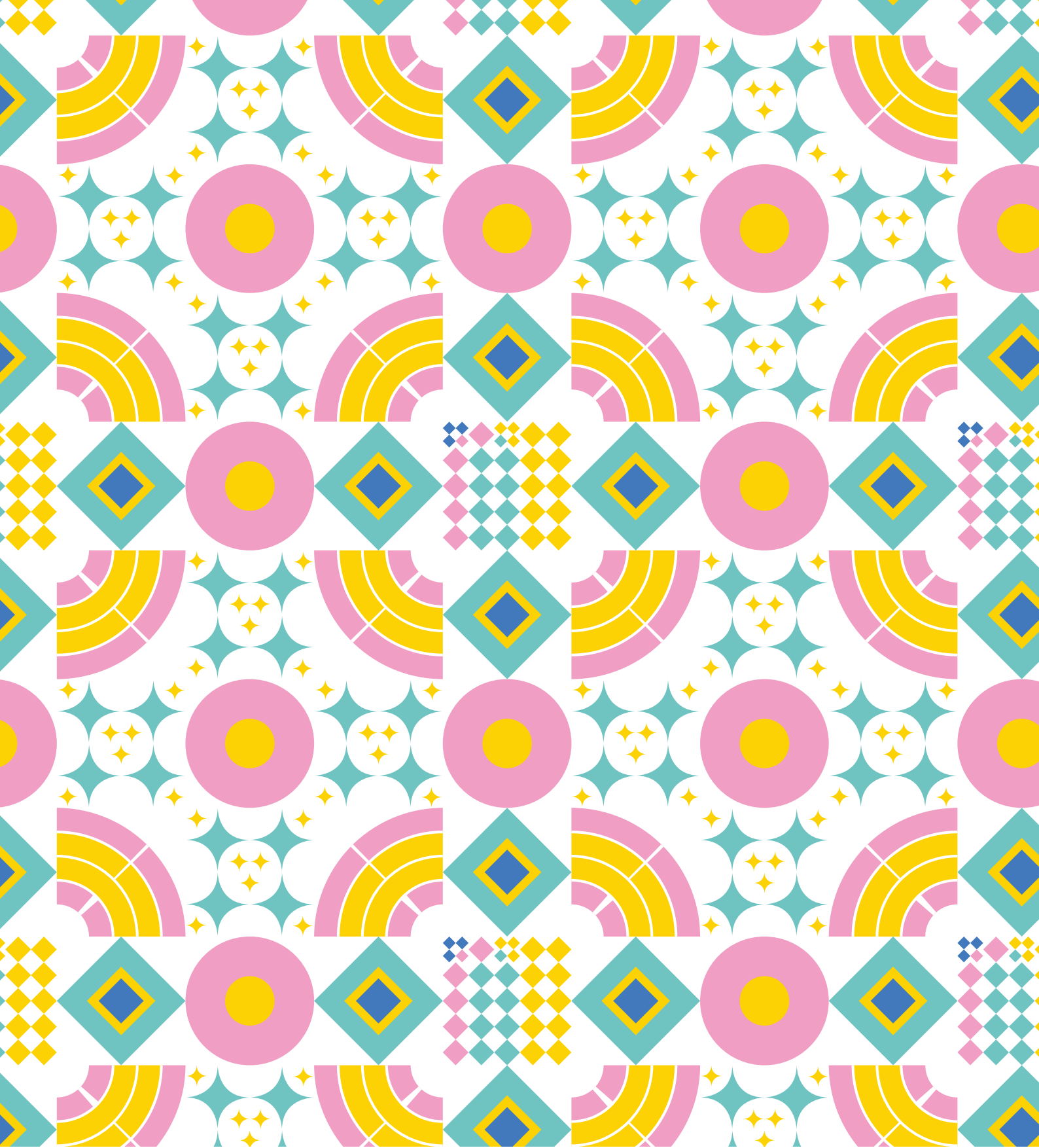
Another huge highlight for me in the last year was that through my youth activism work, I had the privilege to represent New Zealand on the mana taiohi youth leadership plenary at the first Global Feminist's LQB* Women's* conference in South Africa. This was an eye-opening experience for me and really helped me understand my experiences better and place myself and my role as a young activist on the global stage. I also began to participate in our Pink Shirt Day workshops in Northland. Each trip was extremely rewarding, talking to staff and young people alike in high schools really reminded me why the work that we do is so important, and reaffirmed that we still have a ways to go until our vision and mission as an organisation have been realised.

A huge warm welcome to our new trustees; Stella (co-secretary), Rebekah, Brock, Juliette, Julia (executive advisor), Rosie, and Jasper! We look forward to another fantastic year with you all on board, thank you for all the initiative and energy you've brought to our board!

I'm extremely excited to see what comes next going into 2020, and I can't wait to see what the future holds.

Nāku noa,

-Jaye Barclay, Chairperson



Managing Director Reflections



Kia ora koutou

Nō Ingarangi ahau

E noho ana au ki Te Whanganui-a-Tara ahau

Ko Besley tōku whānau

Ko Tabby tōku ingoa

Kia ora tātou,

It has been a privilege to lead InsideOUT through another year, as our team and reach continues to expand.

Our staff team has grown significantly as we welcomed on Rosie, Nic and Petazae. The establishment of Rosie's role as our Volunteer and Education Coordinator has meant we are in a position to better support our volunteers who are all rainbow young people themselves, as well as to provide them training opportunities and meet the demand for our professional development and consulting services.

Nic and Petazae have joined us as Schools Coordinators in Canterbury and Auckland, which has increased our ability to support schools on the ground in these regions, along with our existing Schools Coordinators in Wellington and Manawātū.

Further to this work, we were delighted to continue work supported by the Mental Health Foundation's Pink Shirt Day campaign to deliver Creating Rainbow Inclusive Schools workshops across Aotearoa. We delivered 15 regional workshops around the motu in this financial year, and visited 8 rural schools. Unfortunately, due to Covid-19 the remaining 22 workshops are on hold until it is safe for us to do so, but prior to this InsideOUT was able to reach places like Northland and Southland which we've never had the funding to get to before.

By the time we finish the workshops we will have run a workshop in every region in Aotearoa, which feels really significant.

A special project we supported last year was a hui called Ngā Uri o Uenuku, a hui focused on takatāpui held in Nelson, bringing local communities together to learn more about rainbow and takatāpui communities in order to strengthen their practice and services. It's been great to lend support to more of the regions around Aotearoa as we grow our national presence.

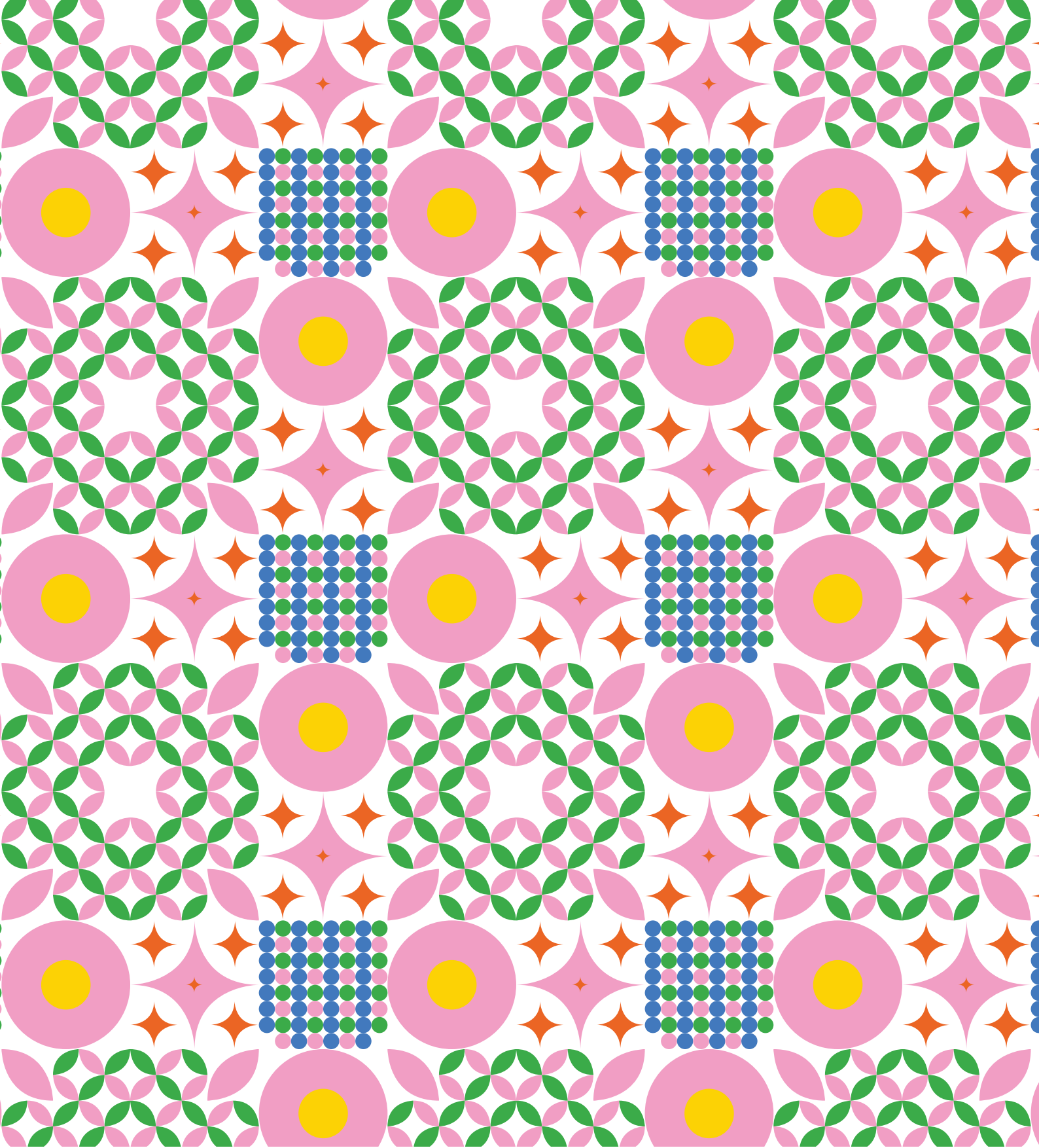
A final highlight from last year was releasing a new resource - Supporting Aotearoa's Rainbow People: A Practical Guide for Mental Health Professionals - in collaboration with Gloria Fraser, Gender Minorities Aotearoa and RainbowYOUTH. The resource was the product of Gloria's PHD, and it was a privilege to work with her and these other organisations to produce a resource that we believe will be useful for years to come.

2020-2021 has already brought us new challenges as we adapt to being amongst a global pandemic, but so far I'm very proud of the work our team is doing and look forward to continuing our work around Aotearoa when we are able.

Thank you to everyone that has supported our mahi over the past year - to our board, staff, volunteers, funders, donors, sponsors, the people that engage with us on social media, the organisations bringing us in for training, the whānau reaching out to support their children, the young people making change in their schools. We see you all and appreciate the support you give us and our wider rainbow communities.

Ngā manaakitanga,

- Tabby, Founder & Managing Director



Treasurer Reflections



Ko Whakapunake te maunga

Ko Wairoa te awa

Ko Tākitimu te waka

Ko Rawinia Te Apatu tōku tīpuna

Ko Ngāti Kahungunu tōku iwi

Ko Ngāi Te Apatu tōku hapu

Ko Amber Bohanna tōku ingoa

Tēnā koutou,

As of writing this reflection I have stepped down from my role as treasurer for InsideOUT. I would like to start off by thanking the board, staff and volunteers of InsideOUT for the important

work they have done, and the work I know they will continue to do. I am certain that InsideOUT will continue to thrive. I am certain because the board, staff and volunteers are all incredibly compassionate, intelligent and hard working people.

Big things have happened in the past year. We oversaw an astronomical growth of InsideOUT's consulting services, and an increase in grants and donations. We have been able to double our paid staff, better support our volunteers, and provide further outreach to rainbow young people and their schools across Aotearoa.

Given our improved financial position and the growth of the organisation, we are preparing to move into a new, bigger office with natural light.

As you will find elsewhere in this report, we have demonstrated our commitment to Te Tiriti o Waitangi. I believe we have gone above and beyond in this regard. Having consulted with Dr. Elizabeth Kerekere extensively, we have been able to digest and implement her recommendations. This involved restructuring our internal policies, the board, and reframing our mahi. Furthermore we have implemented strict guidelines for the ethnic makeup of the board to ensure that we have an at least proportionate representation of tangata Māori.

I will end as I did last year by thanking the organisations that supported us last year, that supported us this year and that will support InsideOUT going into the future. These include the Ministry of Youth Development, COGS, CAYAD, Lotteries, T G Macarthy, Wellington Community Trust, the Wellington City Council, Thankyou Charitable Trust, the Mental Health Foundation, Nikau Foundation, Rule Foundation, and Rainbow Charitable Trust NZ. We are also thankful to our regular and irregular donors, and all those that have chosen to fundraise for InsideOUT. Your support makes a huge difference in the support we are able to offer our rangatahi.

Ngā mihi,

- Amber Bohanna, Treasurer



**Ko te ara hei
whakaūria ō mātou
tikanga Māori - The
path to strengthening
our Māori tikanga**

In the past year, we've progressed along our journey in incorporating te ao Māori me ōna tikanga (the Māori world and its tikanga) into InsideOUT as part of our commitment to Te Tiriti o Waitangi (the Treaty of Waitangi).

Since our initial Te Tiriti o Waitangi training with Elizabeth in 2017 and 2018, we have been steadily working towards bringing more Māori language and tikanga into the organisation across all levels.

As part of the initial mahi post-training, we underwent a review of our strategic plan and all of our governance processes that resulted in an action plan with recommendations for how we as an organisation can improve our incorporation of te ao Māori. The past year using the Whatu Raranga framework (developed for Te Ara Taiohi, gifted to us by Elizabeth Kerekere) has been fantastic, and allowed us as an organisation to begin to reframe the important ideas and structures underpinning all of our operations, and begin to decolonise our processes. The aforementioned framework incorporates weaving to structure our strategic plan into four groups (outlined below) founded upon Kaupapa Māori, and a year on we're still incredibly excited and grateful that Elizabeth Kerekere and Te Ara Taiohi have allowed us to continue using this framework.





In the past year, we've been steadily working through our policy-based points from the action plan in order to bring Māori ideas, voices, and issues to the forefront of our processes, so that at a foundational level we are always accountable to Te Tiriti.

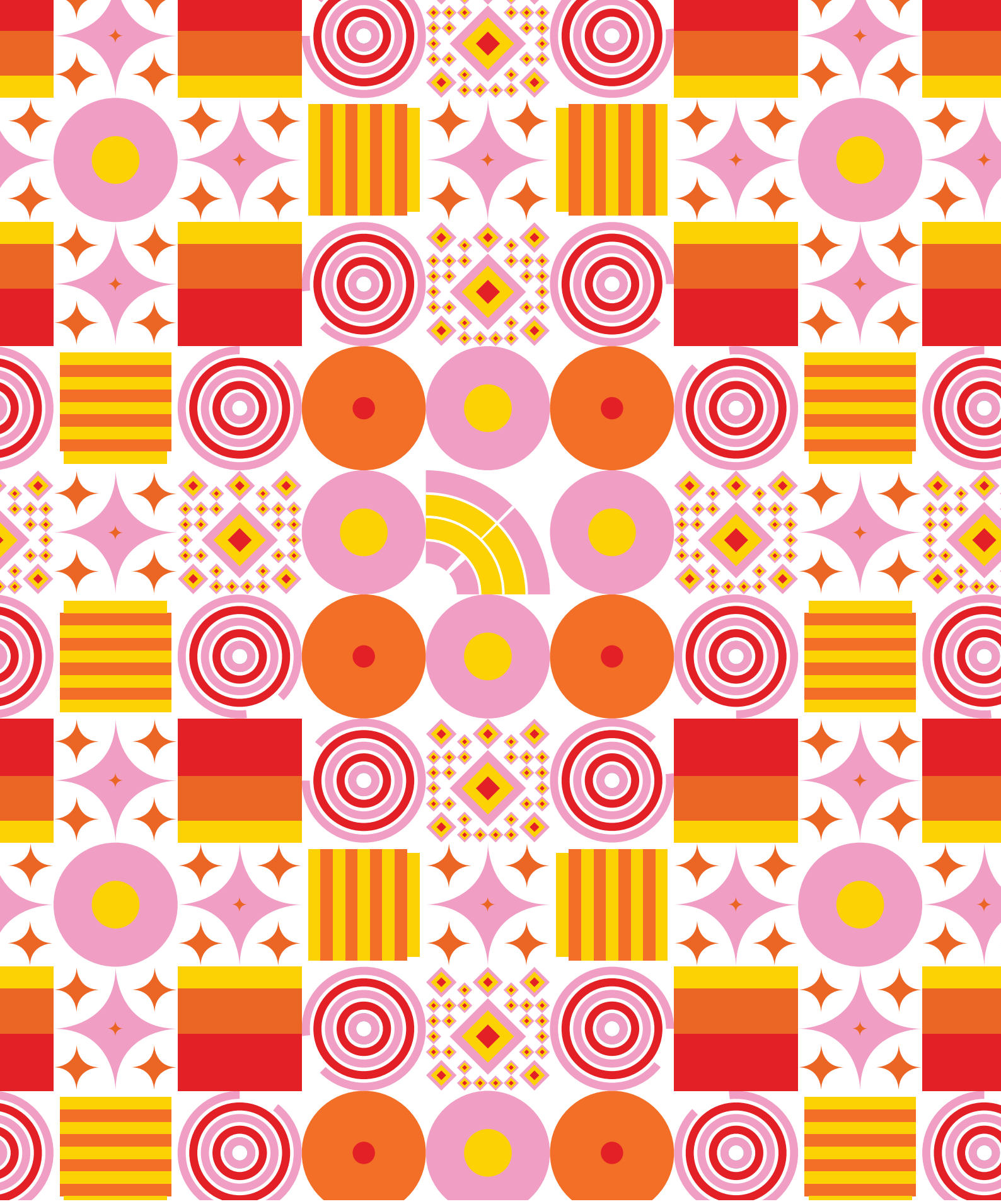
Some of these changes have included reviewing our media and press policy, our board facebook policy, and our intellectual property policy to name a few.

We have also begun work towards providing training for our volunteers to upskill themselves in te reo Māori. Towards the end of 2019, we provided a set of three pilot lessons for te reo Māori to help our volunteers become more comfortable with the pronunciation of Māori words, use basic phrases to introduce themselves and their whānau, understand core cultural concepts of Te Ao Māori (e.g. utu, rangatiratanga, manaakitanga, whakapapa), and better understand the origins and meaning of takatāpui identities. This initiative was spearheaded by the chairperson - Jaye - as they are incredibly passionate about te reo, and work professionally as a te reo Māori tutor, and also featured Kassie Hartendorp (ActionStation, Tīwhanawhana trust, The Spinoff) as a guest speaker for one of the lessons. We at InsideOUT are extremely grateful for Kassie and the incredible session that she led with some of our volunteers outlining core concepts in te ao Māori, and discussing how colonialism has changed and impacted it in a sensitive and comprehensive way.

We are currently in the process of developing a longer-term language plan for InsideOUT, and a more structured plan for te reo lessons going forward, and we look forward to seeing what the next year has to offer, and how much more we will progress in this facet of our mahi.

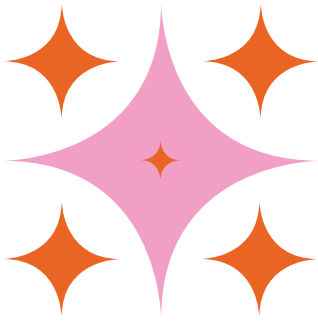
Ko te kaupapa o te rautaki - The kaupapa of the strategy

 <p>Rourou</p> <p>Whakawhanaungatanga: Provide opportunities that give rainbow young people a sense of safety and belonging to a community, provides meaningful learning opportunities and support to create and sustain change.</p>	 <p>Korowai</p> <p>Rōnakitanga: Maintain our presence through campaigns, events and media platforms as a national advocate and information hub for rainbow young people</p>
 <p>Kete</p> <p>Whakamanatanga: Provide all young people, and those who work with them access to resources which support, celebrate, educate and represent rainbow young people across Aotearoa</p>	 <p>Waikawa</p> <p>Toitūtanga: Improve our strategies, policies and procedures to better sustain our staff, board and volunteers</p>



Schools Work

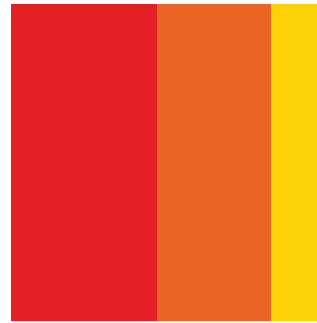
Schools work data



Over 145 schools interacted with, which is

37% of the total secondary schools in Aotearoa and a small number of primary and intermediate schools.

This includes school visits, training, conversations, and school staff or students attending our workshops.



- **60** school visits
- **47** different schools visited
- **23** new rainbow diversity groups joined the Schools Network

As well as the more in-depth support we're able to provide to schools in Auckland, Manawatū, Wellington, and Christchurch, my role as the Schools Network Coordinator allows me to provide support to schools, students and whānau across Aotearoa. This takes many forms -- sending out resources, answering questions, helping to organise professional development and connecting schools with local rainbow supports. We've also seen an increase over the past year in the number of primary and intermediate schools reaching out to us for support. The other main aspect of this role is working to connect the Queer Straight Alliances/Rainbow Diversity groups around the country -- including 23 new groups register with our Schools Network this year -- via monthly newsletters, updates about events, and in March 2020 our first ever Q'D-UP Aotearoa where high school students and QSA members around the country were able to join an online QSA support session.

- Emmett Roberts, Schools Network Coordinator, Manawatū Schools Coordinator

Over the past year, my other role as the Schools Coordinator for Manawatū has been varied, working with schools in Taranua, Palmerston North, Feilding and Horowhenua. We have hosted a number of QSA Support/Q'D-UP sessions, including a popular Self-Care + Mental Health workshop that was repeated in Taitoko.

As many schools in the region do not have QSAs or Rainbow Diversity Groups, or are only just starting their groups, a lot of my work over the past year has been working with school staff and students directly. This has included advocacy, support for young people and whānau, providing support to staff members supporting groups or rainbow action in their school, sharing resources and offering or arranging professional development for schools.



Since starting my role as Canterbury School's Coordinator I've worked to support a number of schools in Canterbury. This support has included phone and video calls with staff to answer queries and explain my role, delivering professional development workshops, visiting several QSAs, supplying resources and supporting school counsellors. I'm engaged in long term intensive support for one school starting a new group and long term intensive support with a large high school looking at wider rainbow inclusive policies and health education changes. I've built relationships with several key leaders in the Christian community to help inform my work with faith based schools. Our monthly Q'D Up sessions have been well attended and the support from

- Nic Dorward, Canterbury Schools Coordinator

our volunteers has been a key part of delivering those. I delivered a professional development workshop to the Southern Regional Health School which supports students across Te Wai Pounamu with significant physical and mental health needs, a teacher from this school is working on implementing further changes and an online QSA has been proposed. A number of schools have invited us to visit their QSA more than once and there are professional development workshops, education sessions with NZAF and building the capacity of new volunteers in the pipeline. I'm working alongside The Collaborative Trust to deliver education to rural areas as well as planning to improve my rural outreach in term 2.

I stepped into the role of Auckland Schools Coordinator in late October 2019. With InsideOUT's presence in Auckland, through the role of a regional schools coordinator, being a relatively new one, solidifying our already existing relationships with schools as well as establishing new relationships has been a primary focus of my role.

Working within a region, such as Auckland, which is vastly ever-growing and incredibly diverse, can be challenging as we continue to strive to adapt to the needs of the different areas. However, having visited schools from Orewa to Pukekohe, and Titirangi to Howick, not only does seeing the differences in these communities challenge me to get creative with how we support these schools, their students and whānau it is also incredibly empowering to see a shared sense of responsibility to create safer and more inclusive environments for our rainbow young people.

- Petazae Thoms, Auckland Schools Coordinator

A large majority of the rainbow groups that I have visited have expressed a desire to better connect with rainbow groups from other schools in the region. While 2020 has introduced us to some unforeseen obstacles when it comes to coming together in person, we have seen our young people adapt with us as we have been hosting online hui via Zoom! The online sessions have been quite popular among those who have attended, and I am sure it will become a regular feature of the ways we connect young people.

I look forward to the next year of supporting schools and bringing communities together. However, reflecting on my time with InsideOUT to date has been a pleasant reminder that overcoming obstacles and connecting is a large part of the foundation of who we are as rainbow people.



In this year we have continued to strengthen our work with Wellington area schools. For schools with well-established QSAs this has involved support and training for leaders, and assisting with events such as Pride weeks. Some leaders from these schools have stepped up to support emerging QSAs in other schools, which we are grateful for. It is encouraging for new leaders to directly hear the experiences of those who are currently in leadership.

Exciting developments have included greater willingness from both faith-based and boys' schools to engage with the needs of their rainbow students. Some of these schools now have thriving QSAs.

With others, we are doing background work to make sure QSAs can start safely. We are thankful to the teachers from faith-based and boys' schools who have been willing to be a sounding board for other schools, and to contribute to our practice and resource development.

Covid-19 has provided an unexpected boost to our mentoring work with QSA leaders. Zoom is more accessible than in-person meetings for many, and we have decided to keep using this technology even after lockdown is over.

- Bronwyn Kerr, Wellington Schools Coordinator

Creating Rainbow Inclusive Schools Workshops



In 2019 InsideOUT partnered with the Mental Health Foundation and the Pink Shirt Day Campaign to deliver six Creating Rainbow Inclusive Schools workshops across Aotearoa. These workshops provided an opportunity for students and school staff to come together and discuss the issues facing rainbow people in their schools, as well as ways to make their schools more rainbow inclusive.

The first four workshops (Auckland, Wellington, Christchurch, and Nelson) were delivered in February and March 2019, and the remaining Hamilton and Dunedin workshops were delivered in April and May 2019.

In addition to providing students and staff with knowledge and skills to challenge bullying and make their schools more rainbow inclusive, it allowed the InsideOUT team to gather some preliminary information on the experiences of rainbow students, staff, and allies within Aotearoa's schools.

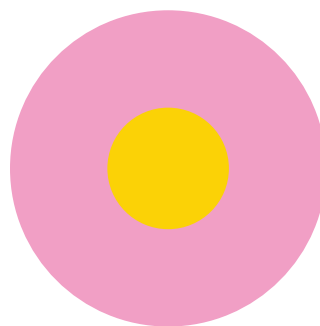


Following the success of these workshops, the Mental Health Foundation contracted InsideOUT to deliver a further nine workshops across the country from July 2019 to June 2020. This included a New Plymouth workshop in September, and workshops in Tauranga, Rotorua, and Taupō in October.

Creating Rainbow Inclusive Schools Workshops data and feedback



- 15** regional workshops were run in 2019/2020
- 8** rural schools supported across New Zealand



- 216** participants at our creating rainbow inclusive schools workshops
- 83** schools were represented



The workshops were well received, with the majority of participants rating the workshops as:

- (97.4%)** understandable
- (93.4%)** interesting
- (95.4%)** useful
- (95.3%)** likely to participate in Pink Shirt Day 2019

(Read more about the findings from our 2019 workshops in our report [here](#))

In December 2019 the contract was expanded to a total of 32 regional workshops around the country (including four Auckland workshops; repeat workshops in Hamilton, Christchurch, and Dunedin; and three primary and intermediate focused workshops) as well as 25 "school sessions" including a lunchtime student session and 90 minute staff professional development workshop to schools in rural or regional areas.

*I loved the discussions around how to respond to situations, especially around follow-ups as it is sometimes difficult to actually step up in the moment - **Tauranga workshop participant***

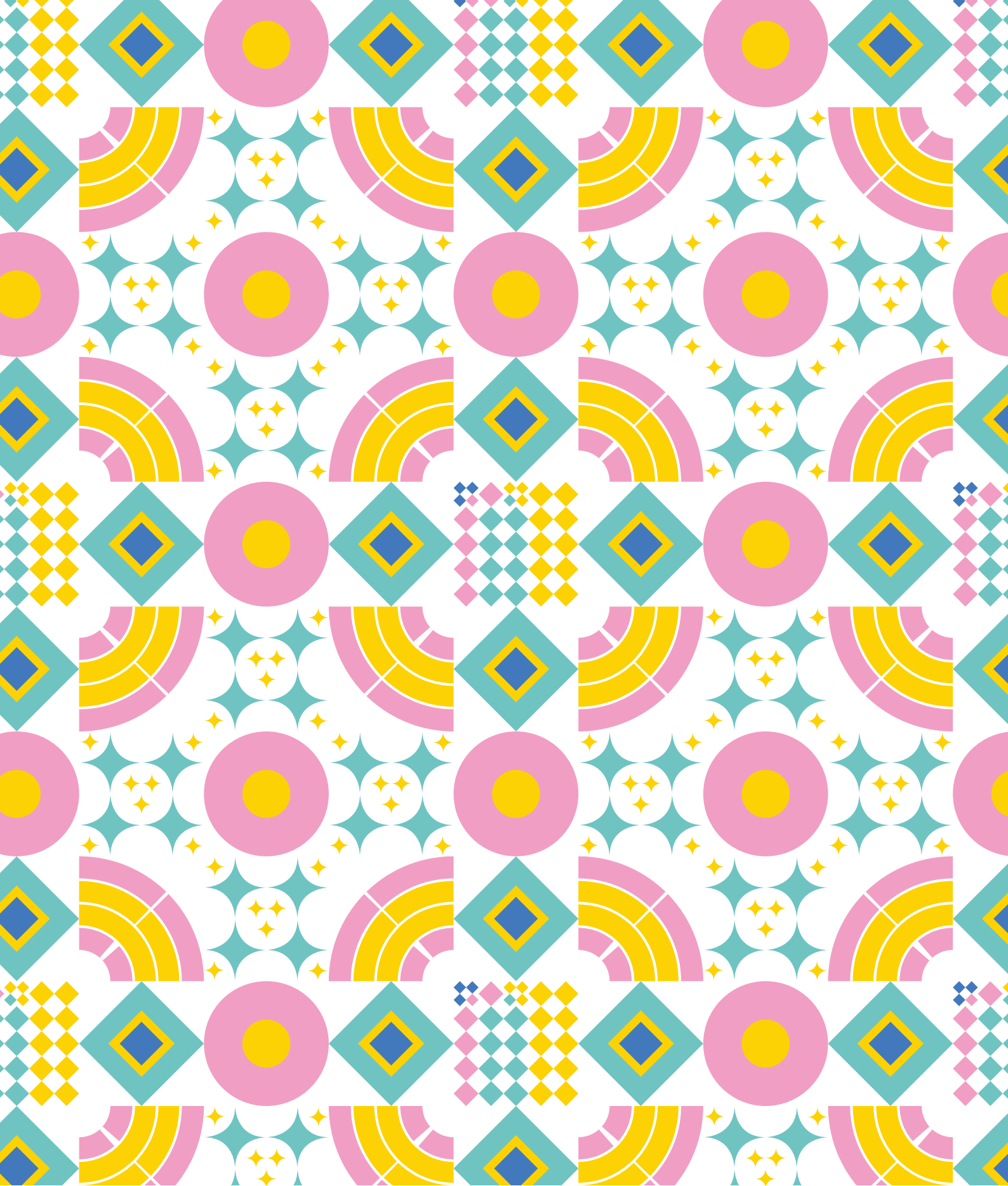
*I loved how they covered multiple aspects of the rainbow community rather than only focusing on one point in detail - **New Plymouth***

*Great presenters, the info was interesting and challenges what's happening in our school - **Taupō***

*It was very well structured between powerpoint and conversation/group activities. It was wonderful hearing from like-minded people who are at different stages and spaces in life still working to a common cause - **West Auckland***

*Great that it was easily understandable & filled with a lot of easy & often overlooked simple tasks that can make a large difference - **Invercargill***





Project Highlights

Rainbow Mental Health Resource

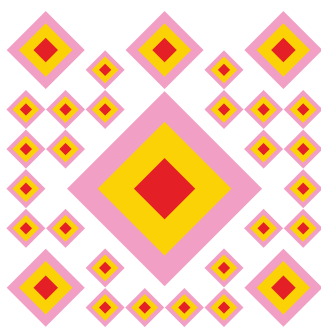
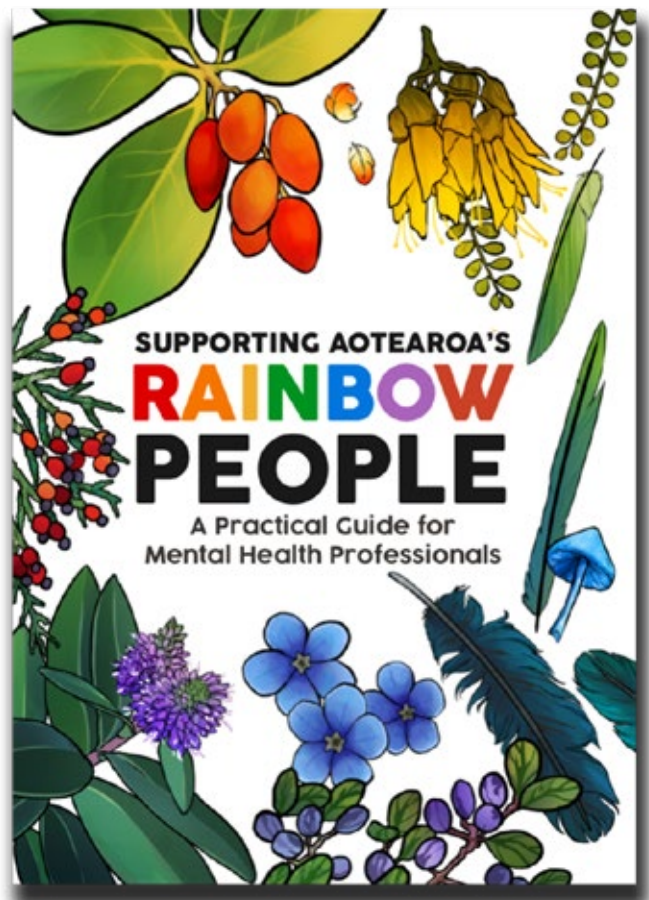
In August we released this new resource; Supporting Aotearoa's Rainbow People: A Practical Guide for Mental Health Professionals. We partnered with PHD student Gloria Fraser and the researchers from Victoria University of Wellington's Youth Wellbeing Study, Gender Minorities Aotearoa and RainbowYOUTH to complete and distribute the resource. You can access the resource and some great posters at <http://rainbowmentalhealth.nz/> in English, English Large Print, Māori and Chinese Mandarin.

This guide is for anyone who provides mental health support in Aotearoa, including (but not limited to) counsellors, psychologists, psychiatrists, psychotherapists, tohunga (Māori healers), social workers, mental health nurses, and GPs. It will also be helpful for youth workers, group facilitators, and peer supporters.

Rainbow people in New Zealand face a range of complex issues, and mental health professionals don't always receive specific training about their needs and experiences. This resource is designed to give practitioners information to build on and strengthen those skills.

The guide is a product of the findings from the Rainbow Mental Health Support Experiences Study and the Out Loud Aotearoa Project. Together, these projects involved interviews and surveys with, and submissions from, more than 1600 rainbow people in Aotearoa.

E hara taku toa i te toa takitahi, engari he toa takitini. We want to give our sincere thanks to everyone who took part in the research that made this resource possible, and to everyone who gave us feedback to improve the resource. Ngā mihi aroha ki a koutou.



InsideOUT received 41 orders between Oct 2019 - Mar 2020:

These orders are in addition to the other resource orders via rainbowmentalhealth.nz

- ◆ 105 copies sent out
- ◆ 33 copies to community-based mental health professionals
- ◆ 72 copies to school-based mental health professionals
- ◆ 30 different schools ordered copies

Shift 2019

Shift hui is our annual national gathering that brings rainbow young people together from all across the country over a period of three nights and four days. In April 2019 over 86 volunteers and young people joined us at Te Horouta Marae to make connections, learn new skills, build resilience to bring back to their communities, and take part in different panels, workshops and activities – such as the talent show!

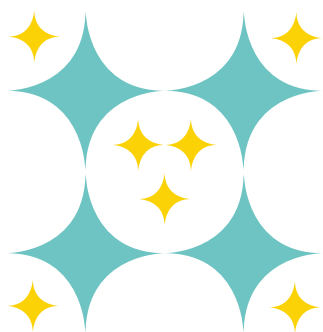
Highlights of the hui were the diversity of rangatahi from all over Aotearoa, the range of topics and facilitated learning that happened through the workshops and panels, the creative spaces provided for the rangatahi to express themselves, and the general atmosphere created.

Following the smoothness and calm of Shift in 2018, Shift 2019 was also a place of calm productivity, united under our theme of 'Creativity'. Many rangatahi and volunteers alike commented on how smoothly Shift Hui ran this year.

A huge thanks to the organisers, volunteers, staff and rangatahi who pitched in and helped create this wonderful space for young people across Aotearoa to discover themselves and their community, learn, share and grow together – none of this would have been possible without our wonderful community support.



Shift Hui 2019 attendance and feedback data:



● **47**
youth participants
attended Shift Hui 2019



◆ **27%**
were Māori

◆ **41%**
were from the South
Island

◆ **77%**
attended for the first time



● **98.3%** of respondents felt they were taking away useful skills, knowledge or learning from Shift

● **98.4%** of respondents agreed that after attending Shift they felt inspired or reinvigorated to create change or take action in their community.

● **100%** of respondents agreed that Shift gave them a sense of belonging to a community.

● **91.7%** agreed that they felt like they would be more able to overcome difficulties in their lives as a result of attending Shift.

Out on the Shelves 2019

Now in its second year, Out on the Shelves is an online resource that lists books with rainbow themes and characters, sourced from readers and research, which aims to support rainbow young people in finding stories that represent their identities in positive and affirming ways. As well as being an online resource, Out on the Shelves is also an opportunity to create more visibility for rainbow books in our school and community libraries. 2019 saw InsideOUT bringing on board Erin Fae as a part-time, fixed term project coordinator; the second annual campaign week (17-23 June); greater media coverage; updated and expanded bookmark sets and more events including the first Out on the Shelves YouTube LIVE event. Thanks to the Rule Foundation for their generous support to keep this project going.

Library and Information Association of New Zealand Aotearoa, School Library Association of New Zealand Aotearoa, Booksellers NZ and the New Zealand Book Council also showed support for the campaign through social media, sharing our save-the-date and contacting their members about Out on the Shelves.

The 2019 display competition was a huge success this year, with 39 entries, up from 12 entries in 2018. Displays were created at school and public libraries, as well as a handful of bookstores. Winners and runners-up of the three categories (Community Library, School Library and Most Creative) were sent rainbow books with Out on the Shelves bookplates as prizes.

Bookmarks

Given the success of the bookmark sets in 2018, these were updated and expanded in 2019 resulting in seven double-sided designs:

- Gay and Lesbian;
- Bisexual and Pansexual;
- Transgender and Non-binary;
- Children's books with rainbow relationships and children's with characters of diverse gender identities
- Intersex fiction and intersex non-fiction;
- Asexual/Aromantic;
- Pakiwaitara (fiction) with Takatāpui/Rainbow Māori themes / Toikupu (poetry) and Ngā korero pono (non-fiction) with Takatāpui/Rainbow Māori themes.

980 bookmarks were ordered online, with many more being distributed by staff, at school visits or during workshops and events.



Day of Silence 2019

Day of Silence is an anti-bullying campaign which aims to bring attention to homophobic, biphobic and transphobic bullying, name-calling and harassment across Aotearoa. This was the sixth year that InsideOUT has run this campaign.

Following on from 2018, this year the Day of Silence campaign focused on the theme of challenging homophobia, biphobia and transphobia. This angle was carried throughout our posters, videos and social media presence.

The Day of Silence campaign is structured to give young people the tools to empower themselves. InsideOUT works to provide the information and resources to help young people, schools, organisations and workplaces to fight issues of homophobic, biphobic and transphobic bullying, name-calling and harassment.

Due to limited funds and capacity, this year the focus was on replicating aspects of the campaign from previous years - encouraging schools, individuals and workplaces to register; posters around the country to raise awareness; resources on the Day of Silence website; social media and email promotion; posting Day of Silence stickers to those who registered; and selling Challenge t-shirts (which continue to be popular year round).

This year there were fewer registrations than previous years, but new posters reached more regions of the country, and the Education Gazette ran a piece on the Day of Silence (as well as three other InsideOUT pieces) in their rainbow issue.

Feedback from participants in 2019 showed that people still find value in the Day of Silence campaign, but were also keen to hear about other ideas. In 2020, InsideOUT will be running the first ever national Schools Pride Week. Day of Silence will remain one option that schools could take part in, amongst an array of other activities that work to celebrate rainbow identities and prevent bullying and discrimination towards those in our communities.



Speak Out



SPEAK OUT

SpeakOUT, InsideOUT's very own radio show, is run and co-hosted by a team of dedicated volunteers. In the 2019-2020 year we recorded 21 episodes and our Speak Out Coordinator Compass initiated moving SpeakOUT onto Podbean, Spotify and Apple Music to make it more accessible to our listeners.

This is a reflection from Cad one of our SpeakOUT volunteers:

I have had the privilege over the last year to feature on several episodes of the podcast SpeakOUT, as part of volunteering for InsideOUT. In the haze of my busy everyday life, and all the responsibilities and stresses that come of being a young adult in our society, my time spent on SpeakOUT has been a welcome relief where I could just sit down with a friend, and talk honestly.

I have spoken on several topics, most related to LGBTQIA+ topics within our community, but on one memorable occasion I was given the go-ahead to speak about my mental illness and how it affects me. That was definitely a very therapeutic experience, and I've even had people tell me that that episode positively affected them, which was frankly incredible to hear that I'd made a difference!

During my time working with Compass and other wonderful people who make this amazing podcast possible, I've learnt a lot. I've learnt about how to work broadcasting equipment, which has definitely sparked interest for me going forward. I've learnt how to communicate more effectively and speak out about how issues really affect me. I've certainly learned how to use my words to make a difference, and I have to thank InsideOUT for giving me the opportunity to both learn that, and to use that skill in the first place.

Feedback from a young person who listens to SpeakOUT:

I've been listening to your SpeakOUT podcast since the middle of last year and I just want to say thank you. Listening to your podcast has really helped me and has kinda helped me when things got tough. It gave me something to listen to which distracted me and calmed me down and listening to other people's experiences has been really helpful and interesting. I really appreciated what all the different people had to say each fortnight. I also found it reminded me to speak when I began wishing that I never had to say anything.

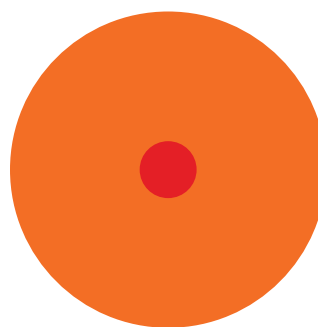
During the middle of last year I kinda fell down a hole and looking back I faced quite a lot of internalised biphobia on top of the anxiety I already had. Your podcast helped me come out of my shell and actually start to accept who I am. It also helped me come out to the girl who is now my girlfriend and also eventually my parents who have been amazing. Listening to your podcast has really helped to build my confidence and my pride to where I'm now in a really happy place. Even though I'm back at school and nothing much changed, I feel more like me and that's partly thanks to your podcast.

As I am not typically a person to come to events and talk to people, your podcast was something I could just listen to learn and feel part of a bigger something whilst also becoming more familiar with language and openly speaking out.

SpeakOUT show data



21
episodes recorded



81%
of our listeners are from
Aotearoa

19%
from other countries



889
downloads from podcast
platforms, with an
average of 80 downloads
per month

You can listen to Speak Out radio live every second Wednesday on 106.1 FM or listen in podcast form on our website under Projects, Speak Out radio.

We'd like to thank Wellington Access Radio for their ongoing support to enable us to produce and air Speak Out for free!

Ngā Uri o Uenuku

Ngā Uri o Uenuku was a free takatāpui rainbow hui held in the Nelson region which aimed to bring together health professionals, rainbow community members, whānau and allies with the goal of increasing connection, awareness and understanding about takatāpui. InsideOUT supported local community members to put on the hui, primarily by supporting the project to gain funding.

We had emergency service staff, NMIT tutors & students, DHB staff, a Whakatū Māori warden representative, nurses, counsellors, youth volunteers, Oranga Tamariki staff, Te Piki Oranga staff, takatāpui and rainbow people, families and whānau attend the hui.

The hui has had a substantial impact on those that attended, and we feel positive about the changes individuals and organisations will make moving forward to be more inclusive of the takatāpui, Māori and rainbow community.

The feedback from some individuals in the rainbow and takatāpui community have stated they feel like they have been “seen” in their community and now know they have support from local Whakatū organisations. Many were grateful that the hui was free and accessible for them to attend. Attendees also commented that the correct tikanga was in place and respected on the day, and that they appreciated being able to hear so many different perspectives in relation to the diversity of speakers across ages, people and backgrounds from the speakers.

The funding received for the hui helped support a free and inclusive event, reducing barriers to attending for a lot of people in Whakatū.



Pride 2020

We had a great day at the Community Hikoi and Out in the Park to kick off the Wellington Pride Festival 2020 festivities!

Having a presence at Out in the Park is an ideal way for us to ensure that rainbow young people and the wider community in Wellington are aware of our organisation and of the ways that we can support schools, workplaces and other services to be as inclusive as possible. It also allows us to share physical versions of our resources, sell our merchandise and answer queries that rainbow rangatahi and the general public may have about our mahi and kaupapa.

The zine workshop that we held at the Aro Valley Community Hall as part of the Wellington Pride Festival programme was a small but very enjoyable afternoon! We had two guest speakers come along to the event to give a kōrero about the history of zines, what zines mean to them as a form of self-expression, and to share some examples of their favourite zines, including those about people exploring their rainbow and cultural identity.

We also held a pre-Youth Ball gender-affirming makeup event that was a huge success! We had an awesome turnout and many of the young people that came commented that it was awesome to have for them to be able to get ready in a supportive space and have access to makeup that they would otherwise either not have access to or feel safe enough to put on at home.

Big thanks to all of the volunteers who organised and helped out with these events, Aro Valley Community Hall and also ANZ for providing us with a grant that covered supplies and kai for these events.



Education and Consulting Services

Tēnā koutou kātoa!

It was so exciting coming into InsideOUT Kōaro's new role of Volunteer and Education Coordinator in August 2019. One side of this mahi involves overseeing and further developing InsideOUT's education and consultative services.

We have really expanded and diversified our engagement with the community through our education and consultative services over the past year. This branch of our mahi has enabled us to ensure that more workplaces, government organisations and other services are aware of the experiences of our rainbow community and how to be more inclusive of people of all sexes, genders and sexualities.

We would also like to say a huge thanks to marketing company VMLY&R! With our input and support they executed a wonderful campaign for us in September of 2019, completely free of charge, to raise awareness about our educational workshops on rainbow inclusivity for workplaces. This involved rolling out eye-catching posters over 60 sites across Wellington as well as a radio spot and an ad in the Dominion Post. They also created some elements for our social media and website to accompany the campaign.

We held a weekend-long training in October of 2019 for our volunteers who wanted to learn about being an InsideOUT Kōaro workshop facilitator. This was a great weekend that enabled our volunteers and staff to learn together, gain confidence and engage in whakawhanaungatanga.

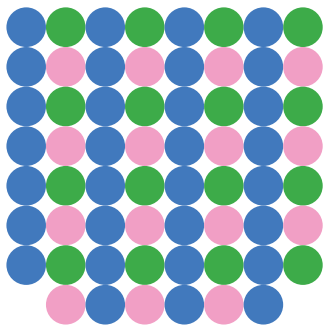
This year we've delivered trainings for such clients as ANZ, Kāinga Ora, The Royal Commission of Inquiry into Abuse in Care, the Ministry for Primary Industries and Aviation Security/the Civil Aviation Authority. As we've increased our staff and volunteers' facilitation capacity we've been able to deliver trainings in Auckland, Christchurch and Southland as well as in Wellington.

In addition to our educational workshops we have provided a number of organisations with consultation on things like rainbow training modules, resources and even a videogame! Examples of some of these organisations include Family Planning, ACC, Homecare Medical, Education Outdoors New Zealand and ShelfLife.

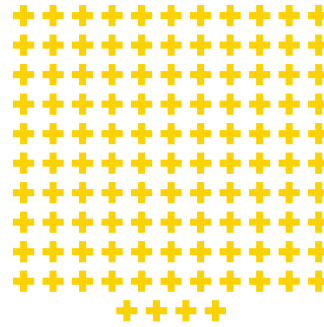
We look forward to further increasing our client base, and are exploring ways to deliver our trainings online in order to support teams who work in the regions or in different parts of the country. This will help ensure that distance won't be a barrier to allowing us to support organisations who wish to make Aotearoa safer and more inclusive for our rainbow community. We're excited about creating online trainings that are interactive, engaging and valuable!



Education and consulting services data



● **62**
workshops delivered
as professional
development



✚ **114%**
more workshops
delivered than last year



○ **127**
hours delivered in total



Our clients are:
 ◆ **43%** Workplaces or
government agencies
 ◆ **33%** Schools
 ◆ **21%** Community
organisations or NGOs
 ◆ **3%** Businesses

These figures exclude our Creating Rainbow Inclusive Schools workshops.

Here are some testimonials from clients who have received a training from us:

I'd like to thank the presenters for coming and talking to us on Wednesday. I really liked the videos and hearing about a variety of experiences. I feel like I'm an open and respecting person, but the range of perspectives from the video helped me to understand that our Western culture puts people into boxes, and that's hard to get out of. So while I'm great, I can do even better! I thought the presenters handled the potentially sensitive topic with a lot of confidence and maturity. I hope they're able to spread their message further.
-Crown Law

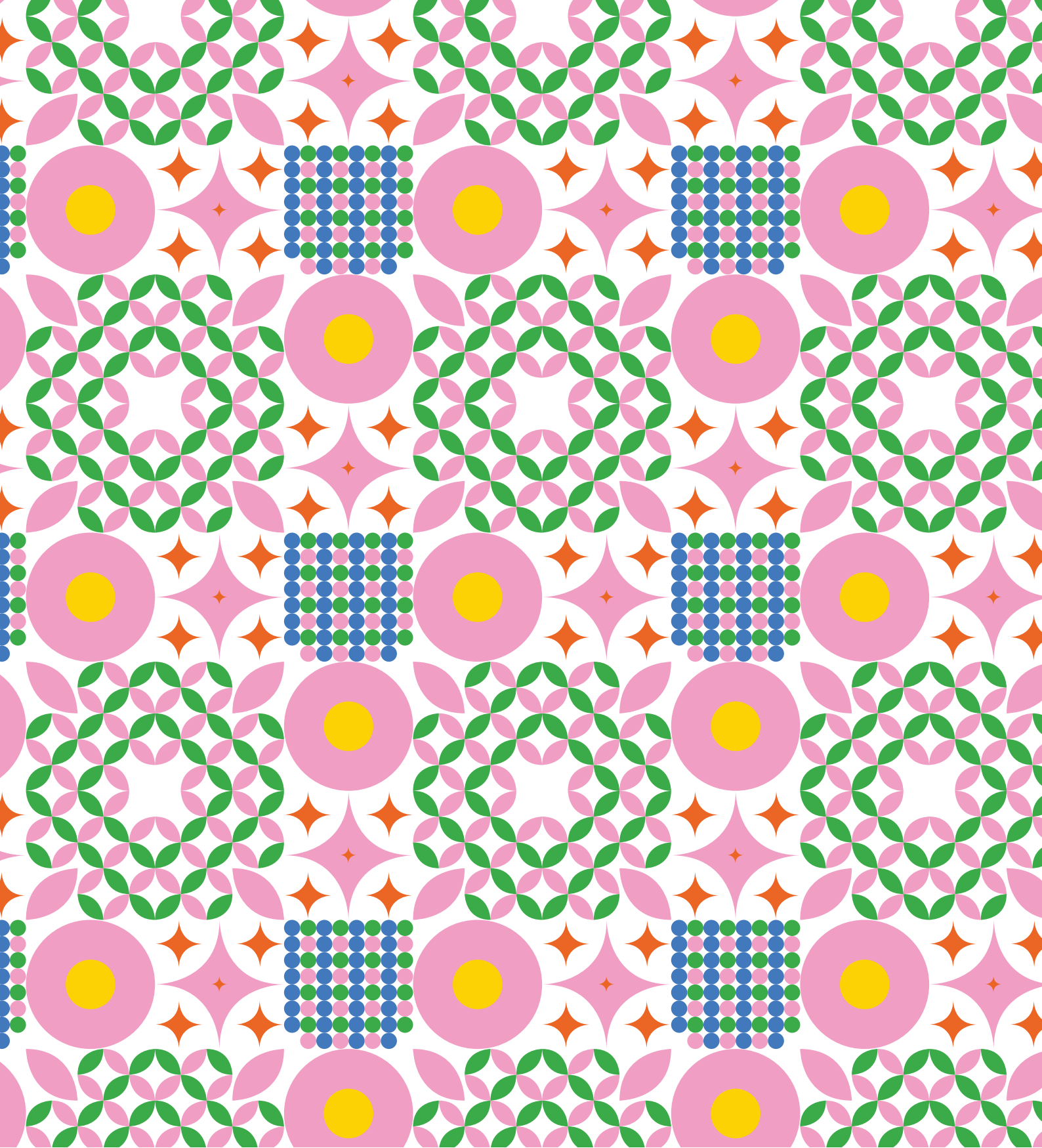
Thank you for the time and effort in presenting to the CAA group today. You provided great information (for those of us addicted to 'data') and handled the questions well. Your knowledge, sense, and sensitivity especially shone through in the potential awkwardness of some of the matters raised ... and your handling of those issues really impressed me.
-Dr Dougal Watson, Principal Medical Officer, Civil Aviation Authority

My role also involves recruiting, supporting and facilitating training and community engagement for our volunteers. I feel so privileged to be able to work alongside our volunteer whānau - an ever-growing whānau of 75 people as of the start of April 2020! I'm forever in awe of the aroha, maturity, talent and leadership displayed by our volunteers, and can't wait to see what we can do for the remainder of 2020 with their enthusiasm and support!

One highlight for me in this role has been arranging a weekend-long training for our volunteers who're interested in being InsideOUT workshop facilitators. Another was working with our fabulous volunteer and board member Jaye to deliver a series of three sessions for our volunteers and board members about te reo Māori and te ao Māori (huge mihi to Kassie Hartendorp and Bronwyn Kerr for the tautoko with these sessions!). Both of these trainings received very positive feedback from those who attended, and we'll be looking to conduct more with similar kaupapa during 2020.

- Rosie Leadbitter, Volunteer and Education Coordinator





Volunteer Reflection - Tiare Taamaru



Warm greetings to all and I hope that you're all keeping well, you and your whanau. My name is Tiare Taamaru and I'm from Taranaki but live in Wellington because of my university studies and now work in the city. I made contact with Tabby in October 2018 and met with her briefly but it wasn't until late March and early April of 2019 that my involvement really changed in regards to volunteering.

The first time I volunteered was at a Queer History discussion space during pride celebrations in March 2019. From there, I volunteered at Sex in the Hub at both Massey University and Victoria University campuses. It was a good opportunity for me as a student at that time at Victoria University, being amongst students although representing InsideOUT but getting to talk to other students about how things are with the university and what needs changing to be more inclusive. Then I was able to move into co-facilitating workshops and providing education around sex, gender, and how to make spaces safer for rainbow people. These sessions would vary between speaking with people with little to a lot of knowledge on rainbow topics and the other variation was the type of group. There were sessions with secondary students of different ages, teachers and staff members from both primary and secondary schools, businesses and I was a part of a session with counselling students at Weltec.

I find the most enjoyment in working with schools and young people because I am often learning more about the community through their perspective. And I want to be a role model if I could, to Māori and Pasifika young queer people.

Because when I was younger, there were queer icons but none of which that I could relate to and often, it would be difficult to have something to hold on to, to know that things get better. I want to reassure young people through the work of our organisation that their identities are valid, they are loved and respected.

My queer identity has caused a lot of difficulty for me especially in terms of the social implications involved. InsideOUT was able to provide me with positive mahi to work on but also great people and friendships that really have helped me. Having the support of others who have walked similar or different pathways through life so far and being able to expand my own knowledge and sense of being.

InsideOUT as an organisation go far and beyond to show their appreciation to their volunteers as well, which adds extra value to the mahi. Because it is needed work in our communities, more exposure to other identities is happening progressively but InsideOUT are working to develop educational content and resources for learning, being present in communities nationally to have workshops in schools with students, staff and communities, giving awareness to important days and the messages such as Pink Shirt Day and previously Day of Silence. InsideOUT only adds value to the community and the work speaks for itself in the young people that are able to take something from us and stand proud in themselves.

- Tiare Taamaru, InsideOUT Volunteer



Grant Acknowledgment

Thank you to these funders for supporting our work between April 2019 - March 2020!

Grants	Project
Wellington City Council Social and Recreation	Volunteer Coordinator
Wellington Community Trust	Volunteer and Education Coordinator, support for attendance and presentation at International Youth Mental Health Conference
Betty Campbell Accommodation Grant	Office rent
Thankyou Charitable Trust	Wainuiomata High School Project
Mental Health Foundation	Creating Rainbow Inclusive Schools Workshops
COGS Wellington, Hutt, Wairarapa, Manawatū, Christchurch, Canterbury Rural, Aoraki, Auckland, Papakura/Franklin, Rodney/North Shore, Manukau, Waitakere,	Wellington QSA Leadership Group, school support and coordination, Manawatū Rainbow Schools Group and coordination
CAYAD Hutt Valley	Support our work with schools in the Hutt Valley
Joe Aspell Trust	Volunteer expenses and training
Community Post	Postage paid envelopes
Nelson City Council	Takatāpui hui in Nelson
Tasman City Council	Takatāpui hui in Nelson
Wakatū Incorporation	Takatāpui hui in Nelson
Ministry of Youth Development	Shift Hui, Q'D UP events, operations and salaries
Rule Foundation	Out on the Shelves, Kahukura Collective time contribution
Good in the Hood - Z Energy	Wellington and Auckland schools support
Nikau Foundation	Volunteer and Education Coordinator
Lotteries	Operations and salaries
ANZ	Wellington Pride events
Rainbow Charitable Trust NZ	Schools Pride Week coordination



Donors

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- Kate
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- Matt
- Andrew
- Maeve
- Jelle Keizer
- Benn and Sarah
- Wynn

Sponsors





A fundraising highlight is the support we've had from Angela, who is the grandmother to a wonderful trans young person. Angela partnered with **Betsy Café** in Island Bay to create crocheted cup cozies for Again Again reusable cups, and sell them at the cafe. Since then, they've been flying out the door and can hardly keep up with demand! All the proceeds go to InsideOUT - thanks Angela and Betsy for this wonderful support!

And a shout out to everyone who supports fundraisers, donated via Givealittle and bought our tote bags and t-shirts!

Buy one of our tote bags or t-shirts via our **Facebook Shop!**



Final thoughts

InsideOUT is an organisation that works towards goals of equity and unity, and provides a community for people who may otherwise feel isolated or othered. We are extremely thankful for all the support we've been given over the past year both from people within and outside of the organisation. We'd like to especially thank: VMLY&R, Tiwhanawhana Trust, Horouta Marae, Wellington City Council, the Mental Health Foundation and the Ministry of Youth Development.

InsideOUT is a volunteer based not for profit organisation, and as such funding is hard to come by, so our ongoing work relies on the generous donations and support of our community.

If you wish to make a one-off or regular donation directly to our bank account, the details are:
InsideOUT Kōaro

06-0582-0362844-01

Tēnā koutou to all of our rainbow whānau, we couldn't do it without you. Arohanui.

www.insideout.org.nz

