

Inside OUT

KŌARO - TATŪ KI ROTO, TATŪ KI WAHO

ANNUAL REPORT
APRIL 2020 - MARCH 2021

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ABOUT US

OUR MISSION:

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

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Twitter: twitter.com/insideoutkoaro

OUR PEOPLE

Note: many roles have changed from what is listed below since April 2021.

STAFF

Managing Director

Tabby Besley

Volunteer and Education Coordinator

Rosie Leadbitter

Communications Coordinator

Laura Duffy

Funding Coordinator

Etta Bollinger

Resource Development Lead

Alex Ker

Te Reo Māori Tutor

Jaye Barclay

Shift Hui Coordinator

Jean Sergent Shadbolt, Jaye Glam Morgan

Out on the Shelves Coordinator

Shardae Grenfell, Nellie Lyon

Schools Pride Week Coordinator

Chloe Stokes

Kaimahi Hinonga Takatāpui / Takatāpui Project

Alesha Ahdar

Kaimahi Hinonga Kura Kaupapa or Kura Kaupapa Coordinator

Alejandra Jensen-Whakataka

Creating Rainbow Inclusive Schools Facilitation

Emmett Roberts, Compass Ramsay, Jaye Barclay, Tabby Besley, Petazae

Thoms, Bronwyn Kerr, Aroha Lowe, Emma Prinsloo, Trish Lastovicka

National Schools Coordinator

Emmett Roberts

Te Whanganui-a-Tara / Wellington School's Coordinator

Bronwyn Kerr

Manawatū Schools Coordinator

Aroha Lowe

Tāmaki Makaurau / Auckland Schools Coordinator

Petazae Thoms

Te Moana-A-Toi / Bay of Plenty Schools Coordinator

Ben Black

Taranaki Schools Coordinator

Wesley Milne

Ōtautahi / Canterbury Schools Coordinator

Nic Dorward

Ōtepoti / Dunedin Schools Coordinator

Trish Lastovicka

Murihiku / Southland Schools Coordinator

Emma Prinsloo

BOARD OF TRUSTEES

Chairperson
Brock Stobbs

Executive Advisor
Julia de Bres

Trustee
Dany Miller-Kareko

Co-Secretary
Stella Ivory

Executive Advisor
Allanah Elvy-Arnold

Trustee
Rose Melchers

Co-Secretary
Rox Soriano

Executive Advisor
Amanda Hill

Treasurer
Miia van Beusekom

Trustee
Richa Sharma

We would like to acknowledge former board members who resigned in the 2020-2021 year:

Chairperson
Jaye Barclay

Executive Advisor
Karen Harris

Trustee
Jasper James

Co-Secretary
Alex Ker

Trustee
Juliette Clarke

Trustee
Harata Skipper

Executive Advisor
Phoenix Trinity Hepi

Trustee
Rebekah Senanayake



Many of our staff and board members

OUR VOLUNTEERS

Maggie Shippam
Rowan Moulder
Brittany Hobcraft
Neo Kenny
Hayden Malan
Emlyn Marshall
Alice Barthelemy
Tiare Taamaru
Charlie Zonneville
Spencer Sharpe
Shay Tanirau
Malachi Johnstone
Josh Pope
Ari Banog
Ruary Sloan
Mila Korokhova
Stan Thomas
Dakota Jade
Lucy Burns
Tee Bouttier-Esprit
Zoe Braithwaite
Omar Shahin
Pelle Himmelmoe
Cassie Andersen
Kezia Thompson

Chloe Yip
Maika
Rachel Lockwood
Charlie Myer
Callum Goacher
Kita
Laura Hayley
Luke Redward
Antalya Atkinson
Laché Melvin
Harry Chen
Sophie Standfield
Kelly Geater
Peach Lovell
Kiki Clarke-Liechti
Will Carswell
Shannon Couper
Rhyndardt van Oordt
Lara Morgan
Missy Sellwood
Honey de la Croix
Oliver Donaldson
CJ
Sian Tran-Lawrence
Anthony Millington

Jack Mould
Fiona McKay
Claire Ellis
Jessica Cribb
Kyle Hancock
Maia Armistead
Basil Kim
Lillian McArthur
Awatea Rotherham
Liam Perkins
Lily Holloway
Emma Lubberink
Ruary Sloan
Becca Hartley
Tayla Wong-Lithgow
Sarah Eynon
Rain Renor
Morgan Reedy
Tom Christie
Yvette Moore
Tay Parsons
Danielle Crawford
Jake Cryer
Anahera Matia
Danica Loulie-Wijtenburg

SCHOOLS PRIDE YOUTH WEEK ADVISORY GROUP

Max Loh
Hariata

Shaneel Lal
Fatima Hael Martin

Katie Sears
Shannae Phelan

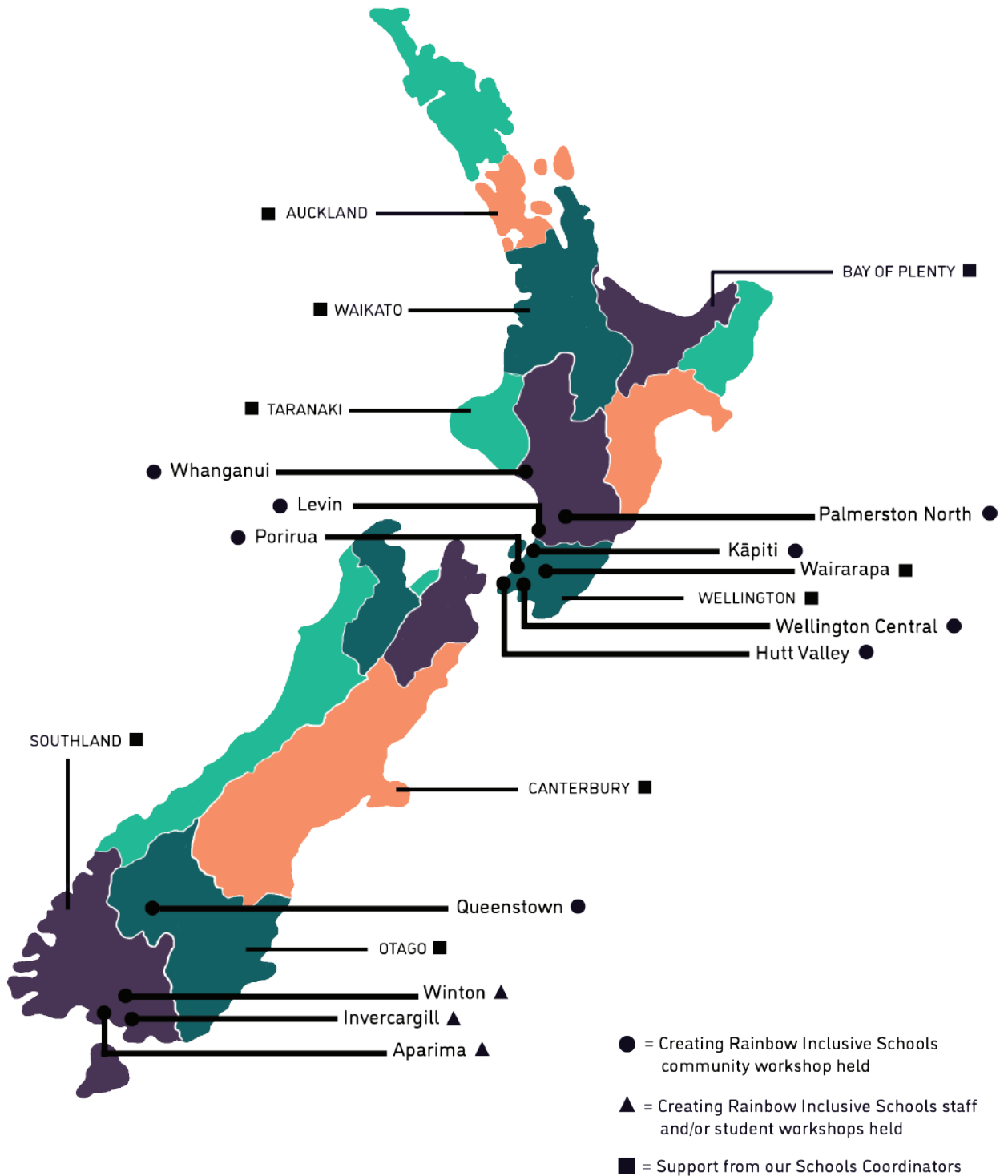
TAKATĀPUI RANGATAHI RŌPŪ

Arahi
Ameia Mauhoto (Boo)
Neo Kenny
Hariata Wirihana

Ria Sionetali Rattray
Renati Waaka
Tiare Taamaru
Sammie Dudley

Trinity Thompson-Browne
Rebekah Lawrence
Taranaki Ah-Young Grace

WHERE WE'VE BEEN THIS YEAR:



WHAT YOUNG PEOPLE ARE SAYING ABOUT US

"I've commonly told friends that I didn't really know what it felt to be in an inclusive place until I went to places like InsideOUT"

"They made me feel genuinely okay with existing authentically in public as a transgender individual"

"I love how they encourage students to participate and take action with guidance from insideOut rather than having it fully controlled by adults and such"

"I've become much more confident, and feel like I have a community behind me that supports me and appreciates me."

"I always feel so supported and encouraged to try new things, and to ask for help to do those things. At the same time, my boundaries are always respected- I never feel obligated or like I'm being forced to do something"

"InsideOUT always empowers me to advance my own skills, and to make use of the ones I already have to create positive change in my community"

"I love the energy and kaupapa at InsideOUT! You really feel that as an individual, you matter, and that your voice and unique experience is being valued"

"I am in love with InsideOUT because they have been around with me for my teenage years when I was coming to terms with my identity and they have supported me into growing into my identity. They have taught me to be confident and take opportunities which has led to many things that I am proud of in my life. For example being able to lead my QSA, talk to strangers and apply for jobs. InsideOUT has given me tools to maintain my mental health and be more aware of how to look after myself and others. They have taught me so so so much and I'm so grateful to have them in my life. The whole community of people in InsideOUT are all awesome role models that I respect heaps."

"I love that I feel safe with InsideOUT and they don't just value me for the work I produce but who I am as a person. They value my opinion and show their appreciation"

"Meeting others who identify the same as me has been literally life-saving!"

"Whenever I go to an InsideOUT thing like a panel or workshop or just listening to Speak Out it makes me feel super empowered and definitely provides a different way of thinking that makes the world easier to manage."

"Everyone genuinely cares about your happiness and success, such a positive environment full of lovely humans"

CHAIRPERSON'S REFLECTIONS

*Tēnā koutou, tēnā koutou, tēnā koutou katoa,
He Pākehā ahau, No Ingarangi ko Kōtarana te
tūrangawaewae oku tupuna
E noho ana au ki Te Awakairangi ahau
Ko tāne takāpui ahau
Ko Stobbs tōku whānau
Ko Brock tōku ingoa*

This has been a year of massive growth and changes within InsideOUT and it is a privilege to be able to witness it all unfold. Stepping into the role of Chairperson after the departure of Jaye, our previous Chair, has been a difficult transition but an enjoyable one thanks to the rest of our amazing Board, staff, volunteers and, of course, Jaye themselves. Jaye's contribution to InsideOUT is immense and words cannot describe how thankful and appreciative we all are for their passion, mana and mahi across their time with us.



As an organisation, we have seen truly incredible success, in spite of COVID and other challenges, with many new staff coming aboard to support our mahi in schools and communities to make them safer for rainbow young people. We have extended into many new regions with our Schools Coordinators and we are that much closer to having a physical presence and delivering services across all of Aotearoa. We've also embarked on many new projects and initiatives such as launching Schools Pride Week and prioritising takatāpui and Kura Kaupapa based projects.

The Board has also seen significant change over the course of the year with many trustees leaving us to explore exciting opportunities and contribute to their communities in new ways. As such, it has been a privilege to welcome and work alongside Dany, Miia, Richa, and Rox as new fellow Youth Trustees and Allanah as our new Executive Advisor.

Moving forward into the 2021/2022 period, we are no doubt going to see more growth and transition as everyone from our hardworking staff to dedicated volunteers continue to support us. InsideOUT has an exciting future ahead and I can't wait for everyone to see it.

Ngā manaakitanga

Brock Stobbs
Chairperson

MANAGING DIRECTOR'S REFLECTIONS

I te taha o tōku māmā

Nō Kōtarana ahau

I te taha o tōku pāpā

Nō Ingarangi ahau

I whānau mai ahau e Ingarangi

I tupu ake au i Ingarangi me Whakatū

Kei te noho au i Te-Whanganui-a-Tara

Ko Tabby Besley tōku ingoa



The 2020-2021 year was another significant period for InsideOUT. What will likely make it most memorable in the years to come is our experience of the Covid-19 lockdown and the ways our team adapted our services during this time. I am particularly proud of the way we transformed our Shift Hui - an annual hui that happens across four days on marae - into an entirely online experience over 10 days! This was a huge testament to our staff, outgoing Shift Coordinator Jean and all the volunteers and rangatahi that took part. Going online created space for new experiences - like sharing photos of pets and daily nature walks - as well as revisiting some of our hui favourites such as the talent show and group check-in's in a new format.

Our work with schools was interrupted a few times over the year due to Covid-19, meaning there were periods when our staff couldn't go into schools. We utilised their time instead to support some online events and to create social media content focused on wellbeing. We had to postpone our first ever national Schools Pride Week and Out on the Shelves to August, but these campaigns ran successfully and safely once they were able to. We expanded our school services into several new regions and over the next year plan to have a Schools Coordinator on the ground in every region.

Our professional development with workplaces and organisations has grown again over the last year and we will see some very big expansions in this area for InsideOUT in the year to come. Most notably we have recently won a four year contract with the Ministry of Health to deliver rainbow competency training to the mental health and addiction workforce which we are excited to get underway, knowing that having inclusive and respectful interactions with mental health providers can have a big impact for people in our communities.

We continue to advocate for our rainbow communities in a number of spaces and collaborate on important projects. A few areas we're proud to have been involved in over the last year include as a member of the Rainbow Violence Prevention Network, working collaboratively and intersectionally to end violence towards rainbow communities in Aotearoa. InsideOUT also sits as part of the Youth Sector Rainbow Collective, who launched the Be There campaign for parents and whānau. A particularly massive project for us over this year has been working on resource development in partnership with the Ministry of Education. We are excited to share what we have been working on soon!

I would like to acknowledge our former Chairperson, Jaye Barclay who resigned late 2020. Jaye spent several years on the InsideOUT Board and was a kind and diligent leader, seeing the board through a period of professionalising as our organisation grew. Jaye remains a much loved member of the InsideOUT whānau and continues to do illustration and volunteer work with us. Shortly after Jaye stepped down, another long standing board member Alex Ker resigned to walk the Te Araroa Trail! Alex remains a valued part of our team in a resource development and consultation capacity but I want to acknowledge our gratitude for his years of dedicated service in a trustee and secretary role on the board.

Another exciting area of development for InsideOUT is a project to better support takatāpui and rainbow Māori rangatahi across Aotearoa, with thanks to the Tides Foundation. This project has seen us bring two wonderful humans onto our team. Alesha Ahdar is working with us and a takatāpui rangatahi rōpū to create a series of videos and online content on takatāpui. Alejandra Jensen-Whakataka has joined our team in a role to support kura kaupapa or Māori medium schools which will include piloting workshops and developing resources to support kura nationally.

A final highlight to reflect on over the last year was our ability to move into a bigger office - still in Anvil House - with space for the growth in our team and a little library and hang out space for young people. We have also welcomed Outerspaces and Intersex Aotearoa in to share our space and love having a little central hub to work out of - with a beautiful view over the waterfront too!

Already we know the year ahead will be the biggest yet for InsideOUT. I'd like to acknowledge and thank everyone who has been part of our journey to get to this point - your support and our work is making a difference to the lives of rainbow people in Aotearoa and while there's a long way to go and many challenges ahead, it's important to celebrate where we have come to.

Ngā mihi,
Tabby Besley
Managing Director

Our former chairperson Jaye Barclay holding a framed picture of herself drawn by Huriana Kopeke-Te Aho



TREASURER'S REFLECTIONS

*Ko te Eastern Hills te maunga
Ko te Awakairangi te awa
No Hōrana te tūrangawaewae oku tupuna.
I haere mai ratou ma runga i taua waka ki
Ahuriri
No Naenae ahau
E noho ana au ki Wainuiomata
Ko Miiā van Beusekom tōku ingoa*

I am writing this as I come to the end of my first year as the Treasurer of InsideOUT. Over the past year we have weathered many challenges, despite which we finish the year in a strong position. It is tribute to the hard work over recent years to diversify our income sources that we were largely unaffected by the various lockdowns throughout the year.



The foundation of this work means that we have been able to grow our team to meet the ever-expanding demands of our work, with new roles established to manage our funding and communications. We have also been able to expand our commitments around the country with increased hours for our regional schools coordinators, while also providing support in new areas.

Our education and consultation services remain steady sources of income, and we have seen an increase in donations received over the last year. These income streams provide a measure of security in the context of uncertain/irregular funding. I would like to note the hard work of Rosie – our Volunteer and Education Coordinator, and all of our workshop facilitators, for their work in this area.

I want to express my gratitude to those who have supported our mahi both over the past year and beyond: the Ministry of Youth Development, COGS, Lotteries, T G Macarthy, Wellington Community Trust, the Wellington City Council, Thankyou Charitable Trust, the Mental Health Foundation, Nikau Foundation, Rule Foundation, Tides Foundation, and Rainbow Charitable Trust NZ to name but a few. I would also like to thank our donors, both regular and irregular, as well as those who have helped to fundraise for us – your support is incredibly valuable to us and the services we provide to our rainbow rangatahi.

Ngā mihi
Miiā van Beusekom
Treasurer

VOLUNTEER REFLECTIONS

Kia ora! My name is Josh. I was born and raised in Blenheim, but now reside in Wellington where I became involved with InsideOUT Kōaro. I first engaged with Rosie & Tabby in 2019 and signed up as a volunteer, but was not as directly involved until around October 2020.

My first volunteering role was at Out In The City during the Wellington Pride Festival, working at the stall set up providing resources and information to people wanting to know more about our work. I also did this same work for Victoria University's Sex Week, have done various office/admin tasks, and was a tuakana at this year's annual Shift Hui. My main focus working with InsideOUT Kōaro however is in the education space. I first attended two workplace rainbow inclusivity workshops as an observer, watching



how these workshops were run and to experience first hand the outcomes that came of them. I then participated in a facilitation training weekend and since this have co-facilitated approximately 5-10 workshops. These have varied from government agencies to health professionals, and also a rainbow inclusive schools workshop in my home town of Blenheim. I also currently clean the InsideOUT Kōaro space every week, tidying up the kitchen, bathrooms, office etc.

I find the workplace & schools workshops to be the most enjoyable part of volunteering as it not only allows for rainbow people to own a space that is open and receptive to what we have to teach about our existence, but also because the discussions involved allow for deeper introspection of my own identity and community. By educating and bringing people into the lives of our community allows for them to gain first hand knowledge of why these topics should be highlighted more often, and gives them a safe and inclusive space to ask any questions regarding this. This also highlights where people are lacking in understanding, which betters the way we teach these things. The work being done in these spaces is actively changing how wider society views and understands our identities and the importance of celebrating and including them.

On a personal note, working with InsideOUT Kōaro has been incredibly healing for myself and many others who are involved. The Shift Hui that I took part in this year highlighted this, as an enriching weekend of understanding and celebrating the diversity that exists within our own community, while finding connections through our collective experiences to support each other on a profound level. I was incredibly inspired by those I had encountered when first volunteering who were living their truth, that I decided to shift my entire life trajectory to a more fulfilling and worthy cause. InsideOUT Kōaro is the reason I am currently pursuing a university degree and am aiming to find a career working for the rainbow community. Tabby, Rosie & all the other volunteers and staff welcomed me in and validated me in ways I had never experienced, which allowed me to flourish in ways I had never imagined. InsideOUT Kōaro is creating real and effective change every day, not only to those of us lucky enough to do this work, but for the wider queer community and Aotearoa as a whole. When I was younger I never had access to or knowledge of anything that InsideOUT Kōaro offers to young people today, which I believe from experience is vital in changing the outcomes of those young people's lives.

MAHI

OUR VOLUNTEERS

Our volunteer whānau has grown considerably in the past 12 months, with the number of rainbow and takatāpui rangatahi in our volunteer rōpū around Aotearoa going from just under 40 to over 60. Since our team of Regional Schools Coordinators has grown we've been able to bring volunteers on board from new rohe as well, and now have volunteers in Te-Papa-i-Oea/Palmerston North, Taranaki and Kirikiriroa/Hamilton supporting our mahi!

This past year our volunteers have supported so many aspects of our mahi. Some examples include running our radio show, Speak Out, supporting campaigns like our National Schools Pride Week and Out on the Shelves, helping with events for Pride festivals around Aotearoa and delivering PD to schools and workplaces. Many also contributed their time and passion to our annual Shift Hui!

Our volunteers are so vital to achieving our vision as an organisation and connecting in with, supporting and educating schools and communities. We are so grateful for their mātauranga, aroha and tautoko.

Petazae with some of our Auckland volunteers



Some of our Wellington staff and volunteers

SCHOOLS WORK

In the 2020-2021 year we had over **370** interactions with over **129** schools from around Aotearoa.



We visited **63** unique schools.



Across the year we expanded our school services by bringing in Schools Coordinators into the following regions:

Taranaki (August 2020), **Southland** (September 2020), **Bay of Plenty** (March 2020), **Otago** (March 2020).



CREATING RAINBOW INCLUSIVE SCHOOLS WORKSHOPS

While Covid-19 required us to postpone a number of our workshops until 2021, this year we delivered 7 regional and 5 school-based Creating Rainbow Inclusive Schools workshops in Northland, Coromandel, the Lower North Island, Wellington, and Central Otago. This delay did, however, mean that by the time we delivered some of the workshops (such as those in Central Otago and Southland) we had been able to bring onboard Regional Schools Coordinators for those regions who were able to begin building on-going relationships with these and other schools.

A total of 78 people attended the regional workshops, with representatives from 28 different schools.



29 school students

30 school staff members

19 whānau and community organisation representatives

KO TE ARA HEI WHAKAŪRIA Ō MĀTOU TIKANGA MĀORI - THE PATH TO STRENGTHENING OUR MĀORI TIKANGA AND HONOURING TE TIRITI

The path to strengthening our Māori tikanga and honouring Te Tiriti is continuous and ever-changing. InsideOUT is committed to following this path wherever it may take us, absorbing all the lessons along the way and improving the organisation and ourselves.

A significant step in this journey has been the organisation-wide Te Tiriti o Waitangi training we did. Board members and staff alike come together in Wellington in November for a full-day workshop hosted by Tāwhana Chadwick and Kristin Smith of Kūwaha Ltd. It isn't every day that we get to come together as an organisation so to be able to do so was made all the more impactful by it being for a Treaty workshop. Much education and upskilling occurred to ensure we all have similar groundwork information as we also reflected on how Te Tiriti relates to the way our organisation operates and serves the community, and how we are making decisions.

This workshop and others in the area of Te Tiriti, tikanga Māori, and te reo Māori are ones we are looking at repeating and building upon as we move forward as an organisation. It is important we build on the knowledge and momentum that we have gained, over the past few years especially, and continue to honour and give effect to Te Tiriti in all of our work while also strengthening Māori tikanga. This is especially important for the coming years as we expand into new regions, areas of work and bring in new staff to support our work.

Another key step in honouring Te Tiriti has come with our ability to hire a Kaimahi Hinonga Takatāpui (Takatāpui Project Coordinator) and Kaimahi Hinonga Kura Kaupapa (Kura Kaupapa Coordinator). These roles have been critical to supporting our work in delivering a new initiative aimed at increasing understanding and awareness of takatāpui identities, and providing support for kura kaupapa/Māori-medium schools respectively.

Moving forward, there is a lot of work to do to further develop and refine our policies, processes, and operations to be able to strengthen our Māori tikanga and honour Te Tiriti. Work is already underway in a number of areas and hopefully across the next year, we can see the fruits of this labour and continue on this path.



Board and staff during our Te Tiriti o Waitangi training.

PROJECTS

SHIFT

Shift is InsideOUT's annual national hui for rainbow rangatahi. In 2020, due to the national lockdown in response to COVID-19, Shift was transformed at short notice to take place online via Zoom and Discord, extending it to happen over 10 days instead of the typical 3 nights, four days! Our team was amazed at how we were still able to build community with an online hui and we even held a talent show over Zoom! During a period of global uncertainty and isolation, Shift brought people together and helped provide structure and wellbeing during lockdown.

The key findings from Shift Hui 2020 were that InsideOUT and the Shift Hui team are flexible, nimble organisers who rose to a challenge and executed a truly phenomenal gathering. Our volunteers remain a key part of the success of Shift Hui.

Whakawhanaungatanga and open communication are the hallmarks of a great community. We at InsideOUT can be proud of our ability to build community, provide support, and amplify the voices of our rangatahi.

We had **45** rangatahi at the hui, an increase from 39 rangatahi in 2019, all aged between 15 and 20. We also had 6 rangatahi volunteers in the rangatahi steering group.

Over **30** volunteers

30 participants from the North Island and 16 from the South Island.

Of the 46 hui attendees, **73.9%** had never attended Shift Hui before,

96.6% of respondents felt they were taking away useful skills, knowledge or learning from Shift.

89.7% 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.

85.7% agreed that they felt like they would be more able to overcome difficulties in their lives as a result of attending Shift.

"I feel connected to the rainbow community all throughout the country now. I feel that I will have a network of support and acceptance wherever I go now. This has helped me to feel more hopeful and happy about my place in the world, my future, and my identity."

"I've made friends with people that are like me for the first time. It's hard being a minority sometimes because it's hard to find someone to relate to so I feel very accepted here."

"I feel more comfortable with my identity. Shift hui was my first time having my preferred name and pronouns used. Hearing that from strangers was just so nice."

"I feel like Shift is both a teaching and learning experience - we all connect with each other and share our stories in such a safe environment, and it's healing. I definitely feel seen and validated and that people care about me, and I have loved getting the opportunity to be a tuakana."

"I feel so much happier in myself and my abilities. I always get really really nervous before sharing anything about myself, and I was worried that I was going to back out of the talent show and not perform because of that anxiety but oh my goodness the support and encouragement before and during and after was something I've never had before and it meant that I could share my performance and really enjoy it rather than being anxious about it <3 I also got to meet so many amazing people who identify as rainbow in a safe space that welcomed us rather than making us hide and that was incredible."

"I knew only one other transgender person in my life before discovering Shift Hui, now I'm surrounded by loads of inspiring trans people because of it, and it inspires me to try to be as amazing as them."

"When I feel confident in my rainbow identity, I am confident in myself. When I am confident in myself, that means that my mental wellbeing is good, and in turn I can inspire others in the rainbow community to begin to accept themselves and improve their self confidence, too. It becomes a ripple effect of support and inspiration, which is incredibly meaningful and positive. That is how change happens."

OUT ON THE SHELVES

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! 2020 saw our third annual campaign week grow into a fortnight in August, postponed from June due to Covid-19. During the campaign, schools and libraries were encouraged to add to and promote their rainbow collections, celebrate rainbow stories, host events and help connect rainbow young people with these stories and with each other.

2020 MILESTONES

- Extended the campaign to run across a fortnight
- Hosted two online events
- Expanded on bookmark lists
- Added resources for schools
- Added a representation guide, a content warning guide and a category guide
- Hosted a writing competition to encourage and support involvement from individuals and published a zine of the top entries

1500 bookmark sets were printed and were in high demand, with all of the first batch distributed as of October 2020. We printed a further 1130 sets to allow for distribution throughout the year. Thanks to the Rule Foundation for their support of Out on the Shelves!



Hillcrest High's winning school entry for our display competition.

"Taking the opportunity to display rainbow books was great because we saw books that don't often move, be picked up and borrowed."

"As a Catholic girls school, this was our first time having some LGBTQ+ visibility so we were a little small and quiet but never-the-less we were there."

"Thank you for everything you are doing. For our students to feel like they can see themselves reflected in our library and our library collection is important and your organisation has helped make this easier. Our students appreciate that there are organisations offering support and information."

"This is the second year we have had the display, we positioned it at the front and in sight of the counter, it's neat seeing people discover things they may not have, and people in the LGBTQ community saying things like, 'hey mum look at this, Wow, I love it!'"

We had displays in 9 of our 14 libraries, with a huge amount of positive feedback from the community. From my perspective overseeing children's and youth services across our network, it gave us the perfect opportunity to look again at how we arrange our collections (both digitally and physically) to make LGBTQIA+ literature more accessible to the public, and has spurred a couple of library-wide projects to remedy issues in this area (for example, identifying and fixing incomplete catalogue records and subject tags that are making it more difficult to identify LGBTQIA+ items in our online catalogue).

Over the last 2-3 years our library has been building up resources and diversifying the collections. It was the Out on the Shelves campaign and resources that started the conversation with staff and facilitated this early and ongoing work. It helped to get the buy in from all staff. This year we felt we had a really good selection to put on display and the display did get browsed and borrowed from.

SCHOOLS PRIDE WEEK

National Schools Pride Week was a new campaign for us in 2020, designed for schools to create their own Pride Weeks, tailored to their school. The campaign has a range of activities and events that schools, rainbow diversity groups, students and staff can get involved with.

We hope that this campaign will create opportunities to celebrate and affirm rainbow identities. Through this campaign we hope to help reduce the experiences of bullying and distress many of our rainbow rangatahi face, and give these young people an increased sense of belonging in their school communities. Schools Pride Week is a time for celebrating and affirming rainbow identities, to help everyone feel safe and welcome at school.

Over **104** schools participated

It was awesome, to show some pride around school and not have to hide it. It also made other students see that this was something that is talked about in a positive light.

It meant so much. As our school has a small QSA, this visibility has been huge for our students, especially because they have been hoping for these things to happen for years.

It was a week where our diverse students felt supported by their school community and other students learnt about different genders and sexualities.

I think it was really exciting for both students and staff- but particularly students. So many students came up to me or others involved in Pride and shared their identities, or said how happy they were to see our school doing something for Pride. It was a very emotional week in that sense- there really was so much pride. A girl at school was inspired to come out to her dad whilst in the Pride Space, which was really, really awesome.

TŪ WHAKAHĪHĪ E TE WHANGANUI-Ā-TARA, WELLINGTON PRIDE

Tū Whakahīhī e Te Whanganui-ā-Tara 2021 was a massive success, with us holding and being involved in a number of different events over the course of the Festival. We ran five of our own events across the three weeks, and also took part in the annual Pride Hīkoi and Out in the City!

One of the big highlights was Get Ready With InsideOUT, which we ran for rangatahi before the Pride Youth Ball. We held this event after it was a success the year before, and it offered those attending the ball a safe and affirming space to get ready for the ball with friends and utilise the makeup talents of some of our great volunteers!

We had a longtime friend of InsideOUT, Will Hansen, come and deliver an amazing interactive workshop about rainbow history in Aotearoa. Our awesome Board member Richa also delivered a session for rangatahi about community organising and advocacy alongside friends of hers who have been involved in campaigns such as Make It 16 and Asians for Tino Rangatiratanga. We also supported Shakti Youth with a panel that they held called Let Us Speak, where a number of rainbow young people from migrant and ethnic minority communities discussed their lived experiences.

It was great to be able to connect with so many rainbow and takatāpui rangatahi over the course of the Festival and provide spaces for them to learn and be themselves.



Photos from events over Wellington Pride Festival.

EDUCATION AND CONSULTING SERVICES

This past year has seen a considerable increase in demand for, and delivery of, InsideOUT's education and consultative services. It has been awesome to see a genuine commitment to inclusion of rainbow and takatāpui communities from so many different spaces and sectors.

We increased the number of educational workshops delivered to workplaces, government agencies, community services and schools by over 25% compared to the previous 12 month period, delivering over 65 PD workshops this time around!



Compass and Awatea presenting to the chief executives of the public sector.

This year we've delivered trainings for such clients as Capital & Coast DHB, Samaritans, Wellington City Council, Te Rito Family Violence Network, Waka Kotahi, Sport Waitākere Trust, the Office of the Auditor-General, Treasury, Manaaki Whenua, NZ School of Dance and many more. We delivered these primarily in Te-Upoko-ō-te-Ika/Wellington but also in Tāmaki Makaurau/Auckland, Ōtautahi/Christchurch, and have delivered our PD to schools in every region where we have Regional Schools Coordinators.

We held two weekend-long trainings at the start of 2021 for our volunteers in Te-Upoko-ō-te-Ika/Wellington and Tāmaki Makaurau/Auckland who wanted to learn about being an Inside-OUT Kōaro workshop facilitator. These were great weekends that enabled our volunteers and staff to learn together, gain confidence and engage in whakawhanaungatanga.

We have also provided consultative support to a number of different agencies and organisations, including ShelfLife, SportNZ, Ministry of Justice and MBIE. This consultative work was done with the support of many within the organisation to ensure that there was a large breadth of lived experiences and voices from those of different identities feeding into this mahi, so a massive mihi to all who contributed to this aspect of our work!



ENGAGEMENTS

48% Schools

23% NGOs/Community Groups

15% Government agencies

14% Businesses

We increased the number of educational workshops delivered to workplaces, government agencies, community services and schools by over **17%** compared to the previous 12 month period, delivering over **73** PD workshops this time around!

"There was so much I loved about the session. The presenters were so warm and authentic and so incredibly generous with their knowledge and insights."

"I liked how we started out with fears and worries so they were all aired and then moved into what actual things we can do to support our rainbow community. I liked the definition matching exercise as it exposed me to terms I had not come across before and just learning the sad statistics that are a fact for our rainbow community at the moment here in Aotearoa. It makes you want to do something about it which is a great effect."

"Got me thinking a lot about what I can personally do. Reminded me (respectfully) of the need to respect the boundaries of the LGBT+ people in my life. Great role models."

"They were so helpful, friendly, approachable and clear. Everything presented and explained was coming from a place of love and need for others to understand that everyone needs a place to feel safe and belonging."

"It was a safe space to ask questions that you might not feel comfortable asking and the mood of the session was very welcoming and inclusive. It was the perfect mix of cold hard facts (which were quite shocking) as well as positivity and how to make a difference going forward."

"Very relevant to the issues in our school right now - answered lots of questions we are facing"

BE THERE

We were excited to collaborate on and launch the Be There campaign!

Be There is a national initiative by the Youth Sector Rainbow Collective, a collaborative effort between the organisations across Aotearoa that serve our rainbow (LGBTQIA+), gender and sex diverse rangatahi. The campaign aims to provide support, guidance and resources for parents and whānau of young people in rainbow and takatāpui communities.

The Youth Sector Rainbow Collective includes Dunedin Pride, the New Zealand AIDS Foundation, Qtopia, RainbowYOUTH, Te Ngākau Kahukura, Waikato Queer Youth, InsideOUT, QYouth, Intersex Youth Aotearoa, OutlineNZ, Gender Minorities Aotearoa, and Outerspaces. The campaign has been generously supported by the Rule Foundation.



Be There poster - 'You don't need to get it, just be there. Be-There.NZ'

SPEAK OUT

InsideOUT runs a radio show, SpeakOUT – with Wellington Access Radio on 106.1FM, playing live on Wednesday 6pm every fortnight. Speak Out covers local and international news and events, interviews and discussion, music by LGBTQIA+ artists, reviews, live performances and more. Speak OUT is also uploaded online as a podcast that you can listen to on [Spotify](#), [Podbean](#), and [Apple Music](#).

1.6k downloads in the past year.

Downloaded in over **10** different countries.

Uploaded **57** old episodes to Spotify, iTunes and Podbean.

10 new episodes released.

COVID-19

During the Covid-19 lockdown and across the year InsideOUT hosted a series of online events to help bring people together. These included:

- Shift Hui online
- Ongoing virtual check-ins for rainbow rangatahi post-Shift Hui
- Disability Justice in Aotearoa panel
- Butch/Femme panel
- Lesbian Visibility Day panel
- Faith Based Leaders panel
- Selfie Workshop where art was later displayed in an exhibition at Te Uru Waitakere Contemporary Gallery in Auckland
- Exercise is Resistance workshop
- Out on the Shelves author event
- Out on the Shelves instagram poetry live
- Schools Pride Week Youth Panel
- Q'D UP events for QSA members

We also helped provide wellbeing tips and guidance on social media from our team, inspired by Te Whare Tapa Whā.



A screenshot from a zoom call during Shift Hui 2020

GRANT ACKNOWLEDGEMENTS

Thank you to these funders for supporting our work between April 2020 - March 2021!

Ministry of Youth Development	Youth Development programmes
Ministry of Social Development	Covid-19 Grant
Rule Foundation	Out on the Shelves
COGS: Whitireia, Tauranga, Papakura/ Franklin, Southland, North Taranaki, Auckland, Aoraki, Wellington (incl. additional funding) , Manukau, Waitakere, Christchurch, Hutt, Wairarapa, Rodney/North Shore	Schools Coordination and expenses (regionally variable)
Nikau Foundation	Schools Coordination, Volunteer and Education Coordination
Tides Foundation (Google)	Takatāpui Project
Lotteries	Operational
Joe Aspell Trust	Volunteer expenses in Wellington
Wellington City Council Social and Recreation Fund	Volunteer and Education Coordinator
Betty Campbell Accommodation Grant	Office Rent
Rainbow Charitable Trust	Schools Pride Week
Ministry of Education	Resources
Mental Health Foundation	Creating Rainbow Inclusive Schools Workshops
Wellington Community Trust	Volunteer Programme and QSAs

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And the guest donors from our Givealittle page.



Young people's backs standing in the halls of parliament, holding pride progress flags behind them.

Thank you so much for your support of InsideOUT Kōaro over this year! Special thanks to Rosie van Beusekom for designing our report.

Please visit our website at insideout.org.nz to learn more about supporting our mahi through donating or volunteering.

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

