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23

InsideOUC Annual Report

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About Us

Ko wai mātou?

InsideOUT Kōaro is a national charity providing resources, education, consulting and support for anything concerning rainbow and takatāpui communities. We offer guidance, professional development and workshops for schools, workplaces and community organisations across Aotearoa.

Our Vision

InsideOUT Kōaro'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 Mission

Our two-part mission is:

1. To work with youth, whānau, schools, community groups, youth services, government agencies and other relevant organisations to provide safer schools and communities for rainbow (LGBTQIA+) and takatāpui young people.
2. To foster the building and provision of resources, education, information, hui and relevant tools which work to improve the health, wellbeing and safety of rainbow and takatāpui people throughout Aotearoa.

Our Services

Currently InsideOUT Kōaro aims to provide the following services:

- Providing education and consultation about rainbow and takatāpui communities
- Managing and operating a range of youth-focussed projects and campaigns
- Producing, sharing, and promoting resources that align with our vision
- Supporting schools to be more rainbow-inclusion
- Creating regional and national education and networking opportunities
- Advocating for the rights and visibility of rainbow communities

Find us

hello@insideout.org.nz
027 331 4507

facebook.com/insideoutkoaro
instagram.com/insideoutkoaro
twitter.com/insideoutkoaro



National Team



Managing Director
Tabby Besley



School Services Manager
Shardae Grenfell



Operations and
Engagement Lead
Edie Freeman



Workplace Services
Development Lead
Rosie Leadbitter



Workplace Services
Delivery Lead
Emmett Roberts



Kaimahi Taituarā
Atirau Whakataka-
Jensen



Kaiwhakahaere Takatāpui
+ Shift Coord.
Kahu Tumai



Volunteer and
Community Engagement
Tobias Kenny

Our Staff



Communications
Coordinator
River Ayto



School Campaigns
Coordinator
Hannah Carnihan



Funding and Finance
Coordinator
Juliette Clarke



Respectful Relationships
Coordinator
Dando



Pacific Rainbow
Competency Coordinator
Saviiey Nua



Training Coordinator
Jaz Alexander



Resource Development
Lead
Alex Ker

Schools Coordinators



Te Tai Tokerau
Kirsty Harnden



Tāmaki Makaurau
Ella Sargison



Te Moana-a-Toi
Danae Lee



Waikato
Cami Carty-Melis



Taranaki
Dando



Whanganui
Zenica Mann



Manawatū
Elliott Pepper



Te Matau-a-Māui
Kirstie Lovesy



Te Upoko o Te Ika-a-Māui
Compass Wilts-Ramsay



Te Tau Ihu o Te Waka-a-Māui
Sylvan Thomson



Waitaha
Rose Cook



Ōtākou
Izzy Costigan



Murihiku
Charmin Dahl

Workshop Facilitators

Danica Loulie-Wijtenburg
Kiwa Kahukura Denton
Jem Botterill
Kiu Hei Chloe Yip
Julie Watson
Bobby Catterall
Gina Dao-McLay
Sophie
Katrina Poharama
Grace Abbott

Please note that this is not an exhaustive list of our contractors. Some have elected to not appear on this list due to privacy or safety reasons.

Staff Farewells

We would like to acknowledge these former staff who resigned or finished their contracts in the 2022-2023 year.

Ari Dewar - *School Campaigns Coordinator*
Johan Kettle - *Kairuruku Kaupapa a Hononga Takatāpui*
Grace Abbott - *Tāmaki Makaurau / Auckland Schools Coordinator*
Benjamin Black - *Te Moana a Toi / Bay of Plenty Schools Coordinator*
Ebbie Lífweard - *Waikato Schools Coordinator*
Christina Emery - *Whanganui Schools Coordinator*
Monique Davies - *Te Tau Ihu o Te Waka-a-Māui Schools Coordinator*
Suzy Armstrong - *Te Tai Poutini / West Coast*
Nic Brasch - *Murihiku / Southland Schools Coordinator*

Note that there have been some further staff changes since June 2023. Please refer to our website for a current list of staff.

Board of Trustees



Chairperson
Brock Stobbs



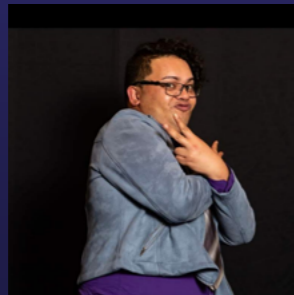
Secretary
Awahi Marshall



Treasurer
Miia van Beusekom



Trustee
Rox Soriano



Trustee
Cameron Kapua-Morrell



Trustee
Kiefer Hunt



Trustee
Tayla Dickson



Trustee
Willow Bailey



Executive Advisor
Becca Harvey

We would like to acknowledge former board members who resigned in the 2022-2023 year:

Stella Ivory - *Trustee*

Dany Miller-Kareko - *Trustee*

Julia de Bres - *Executive Advisor*

Our Volunteers

Adriana Cleghorn
Amber Leslie
Ayla Brox
Chelsea D'Cruz
Emlyn Marshall
Emma Lubberink
Jamie Willmer
Juliet Felderhof
Kiefer Hunt
KJ Lucinsky
Lu Harnden
Maggie Ross
Marū Hobcraft
Milo de Ridder
Olive Riordan
Oliver Donaldson
Rachel Lockwood
Red Carley
Rosie/Zephyr/River KT
Sophie Standfield
Stan Thomas
Tatyana King-Finau
Thalia Rutherford

Nga Zipua Moroki Takatapui Advisory Group

Piki Te Ora Wilson
Marū Hobcraft

Schools' Pride 23 Youth Advisory Group

Jasper Beaufoy
Hope Cotton
Michael Lu
Jessie Kramer

Please note that this is not an exhaustive list of those who have volunteered or sat on advisory groups with us over this period. Some have elected to not appear on this list due to privacy or safety reasons.





What young people are saying about us

About Q'D UP

"I love getting together with queer rangatahi from schools across my region and just being able to talk about queer stuff in a safe space. To that end, this program has enabled me to make new friends and forge connections between the QSAs in Nelson/Tasman, allowing us to plan for events together rather than as individual groups."

"I enjoyed the chance to talk with Pride groups from other schools in a casual, informal environment. This allowed us to make friends and have fun, but also led to meaningful conversation on how to better run and support our groups."

"Nayland PRIDE leader here! We absolutely love this event and a bunch of us have attended. We always have a blast and we love that you do this!"

"The coming together of queer people that I've never met from many different schools coupled with the copious amounts of sugar makes for an environment where we can chill out, be ourselves, and talk about queer stuff with other people who get it."

"It was an amazing opportunity to meet new people and other queer people my age in the region."

About Our Mahi

"InsideOUT supporting our school allows our group to have more opportunities to do things as a group and celebrate our pride and to celebrate each other."

"The rainbow community at our school have come together to form a group where I can feel safe around people like me."

Reflecting on the past year



About Shift Hui

"The staff were really kind and made sure we all felt very safe the entire time. There was a diverse range of workshops and I think they provided a really cohesive overall experience I also enjoyed how it was held on a marae, the inherent connection with te ao Māori that created was so valuable and comforting. The connections I've made with other rangatahi are so valuable and I really treasure them."

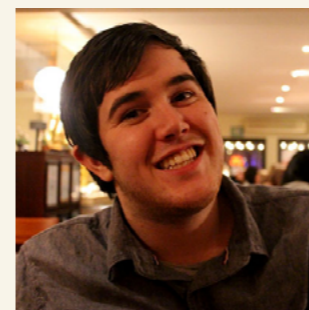
"Shift is life changing - not only for rangatahi who attend, but also the volunteers. It provides a rare space that Rainbow and takatāpui people can come together and exist/thrive in an environment that accepts them unquestionably."

"Everyone was very kind and I will always appreciate and remember how well everyone treated me. I got to learn new skills that I didn't have before!"

"I enjoyed the sense of community and friendship created here, and learned a lot about diverse queer experiences through workshops and group discussions."

"They were very inclusive and supportive of everything that we need. I felt like I was able to relax and unwind from everything. The workshops and activities were one of my favourite as well as being to meet so many new people!"

From Our Chairperson



*Tēnā koutou, tēnā koutou, tēnā koutou katoa
Nō Ingarangi me Kōtirana ōku tūpuna
E noho ana ahau ki Te Awakairangi
He tāne takāpui ahau
Ko Stobbs tōku whānau
Ko Brock tōku ingoa*

This will make my third year of reflection as Chairperson for InsideOUT Kōaro (and fourth year as a Trustee) and as I like to think I have matured in this role over all this time, so too has InsideOUT. When I first joined the Board, we were operating out of a tiny office and our work was supported by a small number of staff and volunteers, and now, the Kōaro whānau has grown with national and regional kaimahi spanning all of Aotearoa. As we enter this new 'era' of InsideOUT, our focus shifts towards sustaining ourselves and ensuring we are resilient to the challenges we will face as an organisation, while also celebrating all that we have accomplished since our humble beginnings.

And speaking of our beginnings, with it being a decade since InsideOUT started, celebrating our 10th birthday as an organisation in late 2022 was a particular highlight. It was amazing to take a step back to see just how far InsideOUT has come in all these years, and to see just how many different people have contributed to our success. Ensuring we remain deeply connected with our communities and showing love to those who support us will be a crucial priority for us in the years to come.

The past year has also not been without its challenges which is why sustaining ourselves and ensuring we are resilient moving forward is such a focus. We have made so much progress and seen so much growth during what has, admittedly, been a hard year for InsideOUT and many of our rainbow communities (particularly our trans whānau) with growing anti-trans sentiment across Aotearoa. I'm hoping we can direct much of the Board and organisation's focus on ensuring we are all looking after and supporting each other through progressive policies and procedures that centre our kaimahi's hauora.

And with all that, I can't thank our wonderful kaimahi and Board enough. It is through them that we are able to continue to make strides towards our vision for all rainbow young people in Aotearoa New Zealand to have a sense of safety and belonging in their schools and communities. Whether it is our regional kaimahi, many of whom stand alone in their regions waving the InsideOUT flag (and do so brilliantly), our national kaimahi who diligently cover so many areas of mahi, our lovely Board who power through the many difficult discussions and decisions that have shaped our year, or our Managing Director, Tabby, who continues to inspire and lead our rōpū with such care and consideration, I am grateful for you all.

I would also like to acknowledge that on the Board, we said goodbye (at least in one sense of the word) to some long-standing Trustees and an Executive Advisor who have all had such a significant impact on InsideOUT and me personally - Stella, Dany, and Julia. Each have made massive contributions to InsideOUT over the years and always managed to maintain a positive energy, even as our meetings dragged into the late evening. It's hard to imagine InsideOUT without them which is why I'm thankful they remain connected to us even after they have left the Board.

Being a part of InsideOUT continues to be a source of pride for me as I feel incredibly privileged to be connected to a group of people who bring me some much joy and energy. While the work can be tiring, being able to work with amazing people on important mahi helps me fill my cup and keep going.

Tangata ako ana i te kāinga, te tūranga ki te marae, tau ana
A person nurtured in the community contributes strongly to society

Noho ora mai rā

Brock Stobbs (he/him)
Chairperson

From Our Managing Director



Tēnā koutou, tēnā koutou, tēnā koutou katoa
I te taha o tōku māmā, nō Kōtirana ahau
I te taha o tōku pāpā, nō Ingarangi ahau
I whānau mai ahau i Ingarangi
I tupu ake au i Ingarangi me Whakatū
Kei te noho au i Te Awakairangi
Ko Tabby Besley tōku ingoa

It has been another big year for InsideOUT Kōaro - of particular note, we hit our 10th anniversary mark. It was wild to reflect on 10 years of operating and to bring our staff together in person for the first time since we've had such a big team - sitting together in a room hits a little differently to seeing faces on a Zoom screen!

I'm particularly proud of the work we did this year alongside our friends at RainbowYOUTH to develop Aro ki te Hā, the first rainbow violence prevention programme for rainbow rangatahi in Aotearoa. Issues of sexual and intimate partner violence disproportionately impact rainbow populations and most of us are all too familiar with the complete lack of relevant education on rainbow identities and relationships from our time at school. I'd like to acknowledge Johan, Dando, Megan and all the rangatahi that fed into the programme for all their work that has led us to this point of being able to pilot it.

Another big achievement over the last year was releasing our Ending and Preventing Rainbow-Focused Bullying resource, supported by the Ministry of Education. This has been a labour of love that started in 2020 and we're so grateful to finally see it out in the world, with the Ministry of Education sending physical copies to all schools to support them in this work. Unfortunately we have seen an increase in reports of homophobic and transphobic bullying at schools this year and we hope this resource will encourage schools to make a plan around how to address it. Our school services continue to reach new schools, making a significant difference across Aotearoa.

Our collaborations with other organisations are something we are always excited to work on. In the latter half of 2022 we were

able to run several free workshops for parents and whānau of rainbow young people as part of the Be There project by the Rainbow Support Collective. We're excited to be organising more of these workshops for 2023-2024, as parents and whānau remain a critical group that need support so they can best support our rainbow tamariki and rangatahi. We were also proud to support the launch of Julia de Bres' resource, Storm Clouds and Rainbows through the Rainbow Support Collective. The resource looks at the experiences of parents of trans young people in Aotearoa and we are now advising on Project Village, an extension of this research that looks at trans young people's experiences of family support.

The past few months have been particularly challenging for our team and our wider communities, as we've dealt with a rise in transphobia and queerphobia, both locally in Aotearoa and on a global scale. In March a few of us had the privilege of attending the WorldPride Human Rights Conference in Sydney. Hearing that activists around the world were facing similar challenges created a sense of solidarity and even more fuel for action. However, we couldn't have been prepared for the amount of hate and disinformation that would come to target our organisation in the following months. As we head into the election and 2024, where the health curriculum will be refreshed, we are bracing ourselves for more pushback. Connecting with each other and finding ways to experience queer joy has been vital for us during these challenging times.

I'd like to thank our team for their ongoing dedication to our work – whether that's our board, staff, volunteers or advisory group members. It's been a difficult time to be on the frontlines doing this work and you are so greatly appreciated for everything you bring to our mahi. It's a privilege to support you and InsideOUT Kōaro's vision to make Aotearoa a safer place where all our rangatahi feel a sense of belonging year after year.

Ngā mihi

Tabby Besley (she/her)
Managing Director

From Our Treasurer



Tēnā koutou katoa
Ko Horana te whakapaparanga mai.
He Pākehā ahau
Ko Naenae te kāinga
E noho ana ahau ki Wainuiomata
Ko Miia van Beusekom tōku ingoa
Nō reira, tēnā koutou, tēnā tātou katoa

Another year gone, and it's been a big one. I feel like a broken record talking about our growth and change in the last year, but it has been an absolute privilege to be part of.

Our growth has presented both opportunities and challenges for us from a financial perspective. We have seen a significant change in the amount of work required to maintain our finances, and begun to implement improvements to our systems which will allow us to exercise greater oversight of how we use our money at both a board and operational level. These changes will no doubt allow us to continue to improve how we function as an organisation to meet the needs of both our staff and rangatahi.

As I expect this to be my last Annual Report reflection, I think it's only right to bring attention to the people who have contributed so much in this particular space, not just this year, but in previous years as well. We have come a long way since I came to the organisation, when our financial and funding administration was undertaken largely by Tabby. Since then we have had several people step into this space; first Etta, who came on board to support our work in the funding space. Then Edie who at a time of significant growth stepped up and took on both the funding and financial administration (and indeed continues to support this work), and just recently Juliette who became our first dedicated funding and finance coordinator.

As we move forward, our funding and finance will now be undertaken by Red, in a full time dedicated role for the first time, and I am incredibly excited to see where this takes us. The coming year promises to present further opportunities and challenges, including social worker pay equity, organisational development, and

the many other things that come up across the year.

As always I would like to take this opportunity to thank the various people and organisations that make our mahi possible. To our funders, our regular and irregular donors, and everyone who accesses our various services. Your support is incredibly valuable to us and the services we provide to our rainbow rangatahi.

Ngā mihi

Miia van Beusekom (she/her)
Treasurer

From Our Volunteers

KJ

Kia ora! Ko KJ tōku ingoa. I first encountered InsideOUT Kōaro whilst I was in high school. The leader of my school's QSA was none other than Compass Wilts-Ramsay, who encouraged us all to attend Shift Hui. Attending hui connected me with a community that I knew from then forth I'd always want to be an active part of. I am super grateful that volunteering with InsideOUT is able to provide this opportunity for me. This year I've enjoyed doing a bunch of resource packing and sending to the wider community. It is rewarding to be able to assist InsideOUT's mahi in any small way I can, and make sure the wonderful resources are distributed to those who will benefit from them! It is also always such a pleasure to go into the office and be immersed in a queer space with lovely people as I volunteer. I hope to become even more involved in the future!

Charlie

My name is Charlie (he/they) and I have been volunteering for InsideOUT Kōaro for 3 years. I grew up in Feilding in a conservative high school. I didn't know anyone who was gender diverse until I moved to Te Whanganui-a-Tara. InsideOUT was a great community to branch into so I could meet people similar to me. I have been the Editor of the SpeakOUT podcast over this time. It has broadened my understanding of others' perspectives and invited me to learn about so many great resources. As a facilitator I've had great conversations with folks with a variety of knowledge - especially people who have Rainbow children and those who want to learn more. I've found those discussions to help me see outside of my community and understand the knowledge that allies are missing.

As of recently, I visit the InsideOUT Kōaro office often to help out with short tasks and organisation help. In addition, I have been even more engaged with InsideOUT Kōaro resources as a Secondary School Teacher. These materials have helped me to support my Rainbow students, colleagues, and our student Rainbow groups.

I've found InsideOUT Kōaro to be welcoming and understanding of life commitments. Everyone I've met who is associated with InsideOUT Kōaro has always been helpful and friendly. I've even made good friends through the volunteer group.

I love being part of the volunteer team. It's made me feel like I'm helping to make a difference for rainbow people in Aotearoa, contributing to the community, and been a place for support. InsideOUT Kōaro is an awesome community which I look forward to continue volunteering for!

Lu

Kia ora koutou. Nō Kōtirana me Ingarangi ōku tūpuna. I whānau mai au ki Whakaoriori. I hūnuku au ki Whangārei. Kei Te Whanganui-a-Tara ahau e noho ana. He tangata tiriti ahau. Ko Lu Harden tōku ingoa. I'm Lu - I'm a 25 year old Pākehā non binary queer person living in Te Whanganui-a-Tara. I've lived here for 8 years now and currently live in Aro Valley with my four brilliant queer flatmates. I'm a primary school teacher and am so passionate about supporting our takatāpui and Rainbow rangatahi. I first became involved with InsideOUT Kōaro in February 2022. The team are so kind, friendly, funny, and welcoming - I love coming into the Wellington office or meeting up with them at events to help out.

Some cool things I've been involved with since becoming a volunteer are:

- Helping run the stalls at Festival for the Future 2022 and 2023, and Pride 2023.
- Admin tasks like mailing resources to schools and data entry
- Contributing to InsideOUT's radio show, Speak Out
- Workshop facilitator training

Big shout out to Tobias and Edie who do so much mahi to coordinate events and bring the volunteers together. Y'all are so organised and do so much work behind the scenes. One thing I love about being a volunteer is getting to meet and talk to other Rainbow people - a great way to make friends and feel connected to a community, especially if you're new to Te Whanganui-a-Tara. I encourage anyone who is passionate about supporting our Rainbow communities and has a little free time to reach out to the team at InsideOUT Kōaro and become a volunteer - there's always a way you can lend a hand.





Ko te ara hei whakaūria o mātou tikanga Māori

The path to strengthening our tikanga Māori and honouring Te Tiriti o Waitangi

The role of Kaiwhakahaere Takatāpui was established in July 2022 to support InsideOUT's pathway to working effectively as a Te Tiriti o Waitangi partner and strengthening tikanga Māori.

Our Kaiwhakahaere Takatāpui supports this vision by:

- Offering cultural support to kaimahi Māori at InsideOUT
- Seeking professional development that aligns with the vision
- Implementing a Te Tiriti responsive framework

Supporting kaimahi Māori has taken on many forms, including the implementation of a monthly Kaimahi Māori Hui. This is a time for our Māori staff to spend time in a zoom to connect with each other and occasionally a guest speaker. Alongside these monthly hui kaimahi Māori are encouraged to reach out to Kahu (Kaiwhakahaere Takatāpui) if they need support. Our tauwi staff also come together monthly to support and reflect on their work as tangata Tiriti, with the vision for InsideOUT Kōaro to be a culturally safe environment for kaimahi Māori and for our engagements with Māori to be culturally informed and appropriate.

We have been undertaking professional development on Te Tiriti o Waitangi with Dr. Philip Borrell as a

team. Our staff thoroughly enjoyed and appreciated the work of Dr. Phillip who has been a great fit as a facilitator for the diverse nature of our staff. We are looking forward to engaging in the next parts of this learning later in 2023.

An integral part of the Kaiwhakahaere Takatāpui role was implementing the Te Tiriti framework. A part of this has been recruiting and supporting the rangatahi takatāpui rōpū 'Ngā Tipua Moroki' who meet once a month and feedback on the mahi InsideOUT Kōaro does. 'Ngā Tipua Moroki' was named by the group in January 2023 when the 'Kahui Māori Hui' took place at Rehua Marae. This hui was attended by Kaimahi Māori, Māori board members and Ngā Tipua Moroki members from all over the mōtū and was kindly funded by the 'Honoga Takatāpui Fund' offered by The Burnett Foundation.

While a documented Te Tiriti framework is still in progress, work has been done to create roles, room to support and tangible changes within InsideOUT Kōaro which recognises its responsibilities as a Tiriti partner. Ngā Tipua Moroki, Kaimahi Māori and Māori Board Members are often consulted and worked with to provide cultural support to InsideOUT's work, as well as often individually supported by the organisation to attend hui and feedback into work of importance to the takatāpui community.



Celebrating our 10th Birthday

In October 2022 InsideOUT Kōaro celebrated 10 years of being a registered charity and serving our rainbow communities in Aotearoa. We held a celebration event organised by a small team of staff and board members. Our event was beautifully opened by Tiwhanawhana Trust, who have supported us along our journey as an organisation since July 2012 at our very first youth hui. MCs Cam, Amber and Kiefer held us throughout the evening as we heard speeches from our founder, Tabby, our youngest board member Awhi and Dr Elizabeth Kerekere. We heard from a panel of young people about their experience with InsideOUT and the impact this had on them and a reading of a poem by a rangatahi about their experience at our Shift Hui. We celebrated in style with a big rainbow cake and ended the night with a performance and dance party with takatāpui drag group, The Tiwha's!

A massive mihi to all of the people and communities that have supported our organisation and our kaupapa - we wouldn't be where we are now without you. To our current and former board members, staff, volunteers, funders, donors, and community partners. To all our rainbow elders who came before and paved the way for our mahi to be possible. And to all the incredible rangatahi around Aotearoa that inspire and motivate us to do what we're doing. Thank you from the bottom of our hearts.

It has been an incredible decade working alongside you all. We look forward to supporting more change and transformation that uplifts all rainbow communities over the decades to come!

"I want to live in a country where every rainbow young person knows they are loved, that there is a future for them, where their human rights are upheld and they are safe to be who they are and I believe InsideOUT Kōaro will keep working towards this for years to come. I couldn't possibly imagine where we will be in another 10 years, but I am excited to be on the journey to find out!" - Highlight from Tabby Besley's speech at the 10th birthday celebration

You can view the speeches from our birthday party [here](#), or a highlights video [here](#).



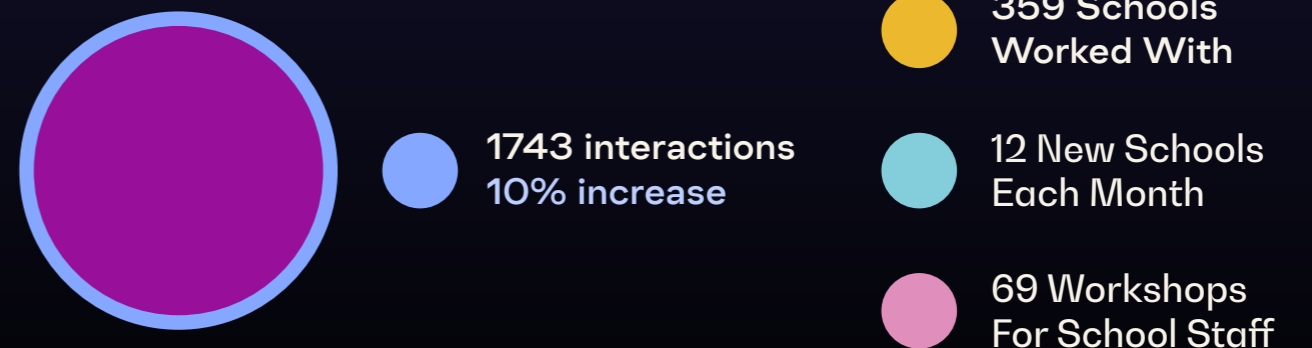


Schools Work

In the 2022-2023 year, we had over 1743 interactions with schools across Aotearoa, visiting schools in the Far North all the way down to Stewart Island! This was a 10% increase in interactions from the previous 15 month reporting period, highlighting our ability to offer consistent support across the country.

We worked with 359 schools in total and reached an average of 12 new schools each month. We facilitated 69 PD workshops for school staff, and had staff and students from 102 schools attending our workshops. It's exciting to see that, whilst we do continue to regularly work with new schools, we've been able to focus on continued ongoing support for students and staff, and to maintain strong, consistent relationships with schools across Aotearoa.

Our Mahi



Over this time, we introduced a number of new initiatives to increase our support for schools across the country. One of these initiatives was EduQ'd, a monthly peer support Zoom for school staff supporting QSAs/rainbow students. This Zoom allows school staff to share best practice, discuss challenges they are facing, learn more about InsideOUT resources and supports available, and to just connect with other staff members doing similar work! It has been a well attended space, with school staff sharing how helpful and enjoyable the sessions are.

Another initiative was our Discord schools server, where secondary school students can find out about opportunities happening in their regions, connect with their regional Schools Coordinator, and talk about all things rainbow with other students across the country!

CRIS Workshops

Creating Rainbow Inclusive Schools

As part of a strengthened rainbow-focus, in 2019 Pink Shirt Day and the Mental Health Foundation funded InsideOUT to run a series of Creating Rainbow Inclusive Schools workshops in 10 regions around Aotearoa.

Following the successful workshop delivery in 2019, InsideOUT was further funded to deliver additional regional workshops, as well as 25 school workshops consisting of both a student and a staff session.

For 2022-2023, InsideOUT was funded to deliver a further 40 workshops to schools across the country. These workshops were designed to respond to feedback from the Pink Shirt Day 2021 evaluation, where 50.6% of schools said that bullying prevention workshops would help prevent bullying and nurture mental health and wellbeing throughout the year.

When allocating the workshops, we encouraged our regional Schools Coordinators to reach out to more rural, lower decile, or primary and intermediate schools in their regions based on their knowledge of who may benefit and be ready to take up the offer (and less likely to engage with/have access to paid workshops).

By offering the workshops to rural, primary and intermediate schools, we were able to connect and build relationships with a number of schools that were new to our service. Even if schools were not able to find time to book in a workshop, many reached out to Schools Coordinators for resources and support. The focus on these school types meant that we were still able to support a number of harder-to-reach schools to become more rainbow-inclusive through ongoing support.



Resources

Ending Rainbow-Focused Bullying and Discrimination

In May 2023, InsideOUT Kōaro launched Ending Rainbow-Focused Bullying and Discrimination, a new resource developed with support from the Ministry of Education to address and prevent the different types of bullying that rainbow young people have told us they experience at school and kura. The interactive workbook aims to support staff to create inclusive learning communities that foster kindness towards all students regardless of gender, sex characteristics, or sexuality.

Building on existing frameworks such as Bullying Free New Zealand's roadmap, this workbook aims to build confidence in identifying rainbow-focused bullying and discrimination and its impacts, creating rainbow-inclusive learning environments to counter bullying, and building strategies within bullying prevention plans and policies to ensure rainbow students are acknowledged and cared for.

Everyone in a school community has a role to play in ending rainbow-focused bullying, and ongoing self-review of prevention strategies and school climate is central to preventing rainbow-focused bullying. The process of addressing rainbow-focused bullying requires school communities to actively challenge belief systems, such as homophobia, biphobia, transphobia, and interphobia. Such a challenge can create uncertainty and discomfort for all involved. This resource invites schools to embrace this challenge — with a whole-school effort, school communities can be places of safety and inclusion where everyone can feel free to be who they are.

The information in this resource is relevant to all primary, intermediate and secondary schools in Aotearoa, at any stage of the journey towards rainbow inclusivity and bullying prevention. The resource can be downloaded or ordered from our website and hard copies have been sent to all schools and kura in Aotearoa.

Activating Our Values

InsideOUT Kōaro was one of six youth-led groups and campaigns to take part in the Young Activists project, led by a team of researchers from the University of Otago between 2018 and 2022.

As part of this project, InsideOUT Kōaro and the research team collaboratively developed Activating Our Values, a resource that explores key values that InsideOUT Kōaro staff and volunteers identified throughout the project's interviews. The document also outlines the kaupapa and structure of InsideOUT Kōaro, and how we aim to enact the values identified through this project in our practices.

Some of the main values that interview participants talked about include fostering community, flexibility, reciprocity, and centring self-determination. These values capture a 'snapshot' in time during an important stage in our organisation's life.

This resource was written to encourage other volunteer-led or non-profit organisations in Aotearoa and beyond to document and share how they enact, activate and communicate their values.

You can read and download both resources [here](#).





Workplace Services

Over this 12 month period we've grown our team of contractors delivering our general workshops to 18. These contractors are based in Tāmaki Makaurau, Te Whanganui-a-Tara and Ōtautahi, and we also receive support with delivery from some of our Schools Coordinators in other rohe. We're so grateful for the knowledge, passion and lived experience that they all bring to this mahi! We would not be able to provide the education we offer without them, nō reira ka tuku ngā mihi nunui ki a koutou!

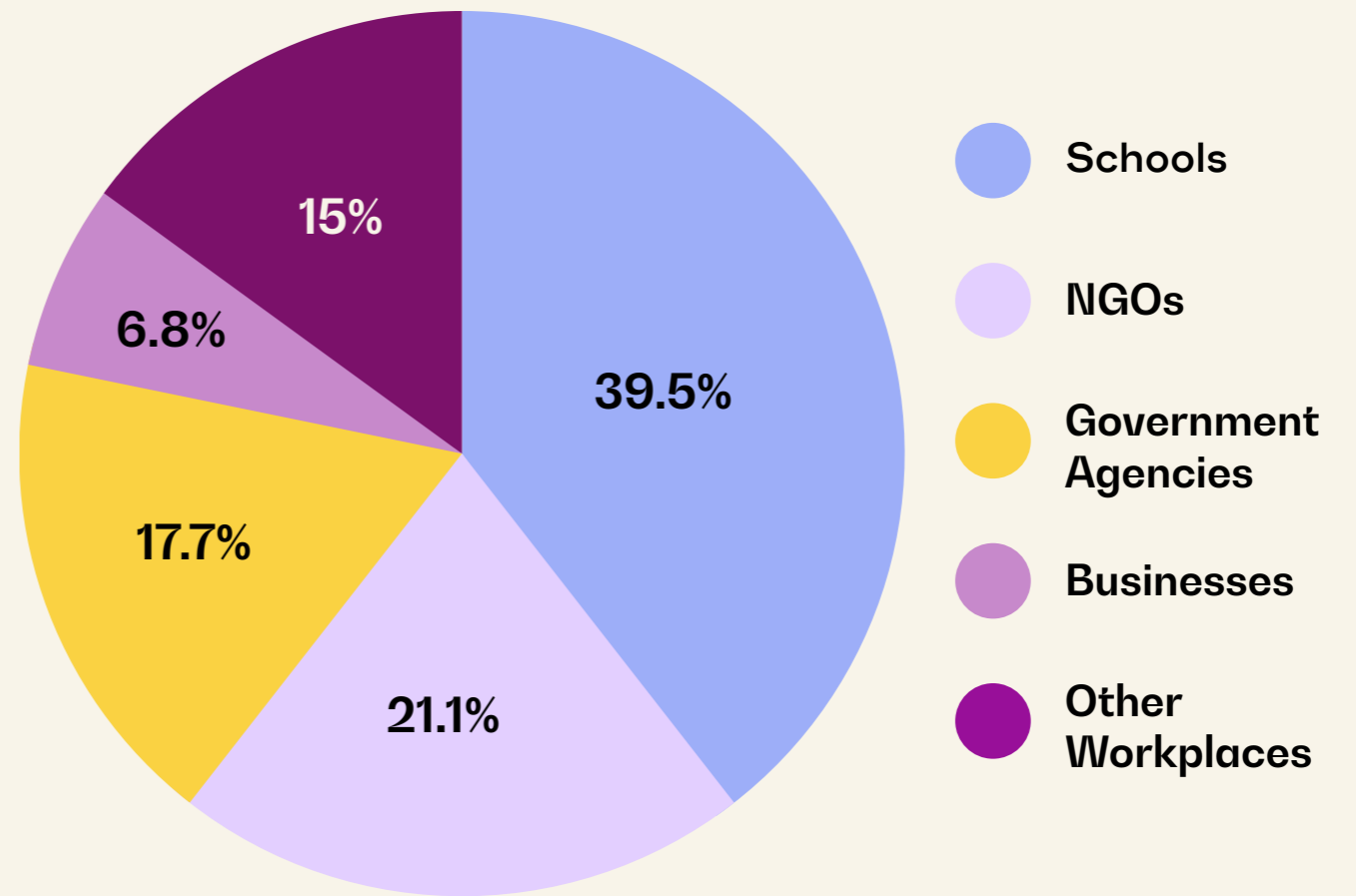
We have also undergone a restructure of our workplace services to ensure that we can sustain and support the volume of education and consultation offerings we provide. This has included introducing a new system for tracking data about our workplace mahi, as well as bringing the legendary Jaz on board as our Training Coor-

inator! This has given us the capacity to provide monthly peer supervision for our contractors to ensure that they have the opportunity to develop their confidence and engage in reflective practice as a collective.

Moving forward it will also allow us to strengthen our relationships with various organisations who share our vision and kaupapa.

We have delivered 147 workshops between the start of July 2022 and the end of June 2023, an increase of 15.7% on the 12 month period from the last annual report. The total delivery time was 249.85 hours. Of these 147 workshops, 39.5% were delivered to schools, 17.7% to government agencies, 21.1% to NGOs, 6.8% to businesses and 15% to other workplaces.

147 Workshops July 2022 - June 2023



Some of the organisations we've delivered to across this period include the Human Rights Commission, St John's, Community Law, GNS Science, Upper Hutt City Council, Netball NZ, NZ Sailing Trust, Presbyterian Support Upper South Island, Aotearoa New Zealand Association of Social Workers, Dunedin Public Libraries and many more. We have also provided consultative support to a number of organisations including the Ministry of Social Development, Red Cross, Te Pou and Fire and Emergency NZ.

What our education clients are saying

“The team from InsideOUT were great! They were super friendly and engaging and made us feel comfortable to ask any questions we had. I liked how they managed to cover so much content in a short amount of time.”

“I liked, or rather found useful, the discussions around discrimination and the intersections of them. It helped connect ideas to (hypothetical) experiences which really made these ideas sink in for me. It was great how despite talking about challenges and negative stats around identities, the identities themselves were always talked about positively.”

“The presenters were both very knowledgeable and provided information in an understandable manner. They also provided some really valuable advice related to their experiences. They were able to answer all questions and were patient in their replies. The visual presentation was also very helpful. I now have a greater level of awareness in relation to the rainbow community.”

“Our facilitators created an inclusive, encouraging and safe space for us all to learn, share our understandings and ask questions. I enjoyed the interactive activities, the use of video, the open discussion. I also enjoyed how both facilitated this session. Both have excellent facilitation skills and very professional. I appreciated that this workshop acknowledges Te Ao Māori and Pasifika knowledge.”

““The structure was great, the information was easy to understand and delivered through examples and participation which made the session really engaging, the facilitators were very approachable, knowledgeable and passionate about the topic.”

“Excellent explanations by facilitators - they were very good at explaining things to people who didn't necessarily have a lot of familiarity with rainbow issues. They were also excellent at answering questions.”

“InsideOUT deserves all the praise for this abundance of knowledge.”

Rainbow Competency Services

InsideOUT continued delivering funded rainbow and takatāpui competency training to mental health and addiction providers nationwide as part of a contract with Te Whatu Ora/Health NZ. The contract funds the delivery of workshops from 2.5-5 hours long to mental health and addiction providers with a focus on access and choice services as well as those serving priority populations, at no cost to these services and organisations.

To ensure that the training is appropriate, relevant and accessible to all providers, three different 'streams' are currently being delivered:

Whakaahu Whakamua (kaupapa Māori)

Tangata Moana Rainbow Competency (Pasifika)

ARC – Advancing Rainbow Competency (mainstream/tauiwi)

These streams are not 'translations' of one another, but can be seen instead as three different streams travelling toward the same destination (mental health and addiction services that are safe and inclusive of rainbow and takatāpui communities), following the paths and drawing from the bodies of knowledge most relevant and appropriate for the communities they are serving.

For the 2022-23 year, delivery shifted mainly to in-person, with the majority of those workshops being in-person 5 hour sessions, with some shorter or online sessions. 325.5 hours were delivered in 2022-23, double that of the previous year, thanks to the growing team of contract education facilitators, and the Training Coordinator, Jaz, who joined the team in 2022.

The addition of new staff and contractors, as well as the development of a new record management system was required to keep up with demand, and InsideOUT now has a team of 15 contract facilitators based in Tāmaki Makaurau, Manawatū, Te Whanganui-a-Tara, Whakatū, and Ōtautahi, as well as 11 staff members, including a number of schools coordinators around the country who are trained to deliver the workshops.

ARC		WW		TMRC	
58	77.3%	14	18.6%	3	4.9%

Region	Number	Percent.
Te Tai Tokerau (Northland)	3	4.0%
Tāmaki Makaurau (Auckland)	10	13.3%
Te Moana-A-Toi (Bay of Plenty)	4	5.3%
Waikato	3	4.0%
Taranaki	5	6.7%
Te Tairāwhiti (East Coast)	2	2.7%
Te Matau-A-Māui (Hawkes Bay)	0	0.0%
Whanganui	3	4.0%
Manawatū-Horowhenua	3	4.0%
Te Whanganui-A-Tara (Wellington)	18	24.0%
Te Tau Ihu o Te Waka-A-Māui	14	18.7%
Waitaha (Canterbury)	2	2.7%
Te Tai Poutini (West Coast)	0	0.0%
Ōtākou (Otago)	6	8.0%
Murihiku (Southland)	1	1.3%

Service Type		
DHB	15	20.0%
NGO	37	49.3%
PHO	11	14.7%
Other	3	4.0%
Mixed	9	12.0%

Provider Level		
1°	50	66.7%
2°	2	2.7%
3°	1	1.3%
Other	5	6.7%

Population Served (Ethnicity)		
Māori	13	17.3%
Pasifika	1	1.3%
Mixed	61	81.3%

Population Served (Age Group)		
Youth	21	28.0%
Adult	14	18.7%
Mixed	40	53.3%



Our Projects



Shift Hui

In 2022 we only held an online Shift due to Covid-19 risks. In 2023 we decided to trial holding both an online hui and an in-person hui to make Shift accessible to more young people. Our in-person Shift took place in July 2023 so will be reported on in our next annual report.

Online Shift Hui 2023 took place between 14 - 18th of April 2023 and was hosted on a mix of Zoom and Discord platforms. Shift saw 22 rangatahi ages 15-20, 20 volunteers, and a Rangatahi Steering Group (RSG) of seven rangatahi/youth attending over five days of workshops, panel discussions, craft sessions and group hang outs. Almost half of the attending rangatahi identified as Māori (43.8%).

Online Shift Hui was kindly opened and closed by Atirau, one of Inside-

OUT's Kaimahi Māori, with their taonga puoro setting the intention of peace for the hui. Ka nui te mihi ki a Ale mō tō mahi whakatau.

The RSG pick a theme for Shift Hui every year to enable us to create groups and events responding to the theme. The theme chosen for Shift Hui 2023 was Rainbow Rangatira - a homage to those changemakers in Aotearoa who have laid the path for us to exist as we do now.

We highlighted their mahi by having one of the RSG members Oisin create art for the Shift Hui posters, hosting some of the chosen Rangatira in a panel and naming the groups Rupe-Topp, Burnett-Mitchell, and Te Awekotuku-Kerekere.





SPWA 2023

In 2023, we organised the biggest Schools' Pride Week Aotearoa campaign ever! We had 303 unique school registrations - an increase of 8.2% from the previous year. Over 60% of all Secondary Schools in Aotearoa signed up!

Every year, we assemble a Schools' Pride Week Youth Advisory Group to help guide the decision-making and direction of the campaign. The perspective of the group helps ensure we understand the needs of our rangatahi. One of our irawhiti Youth Advisory Group members, Jasper, suggested we use the te reo Māori kīwaha 'Poho Kererū' as the gathering language for our 2023 campaign. In inspired English, 'Poho Kererū' is commonly adapted as 'full of pride' or 'puffed up with pride'. After consulting with our Kaiwhakahaere Takatāpui, we commissioned takatāpui ringatoi Pounamu Wharekawa to transform the text of this kīwaha into a beautiful feathered design.

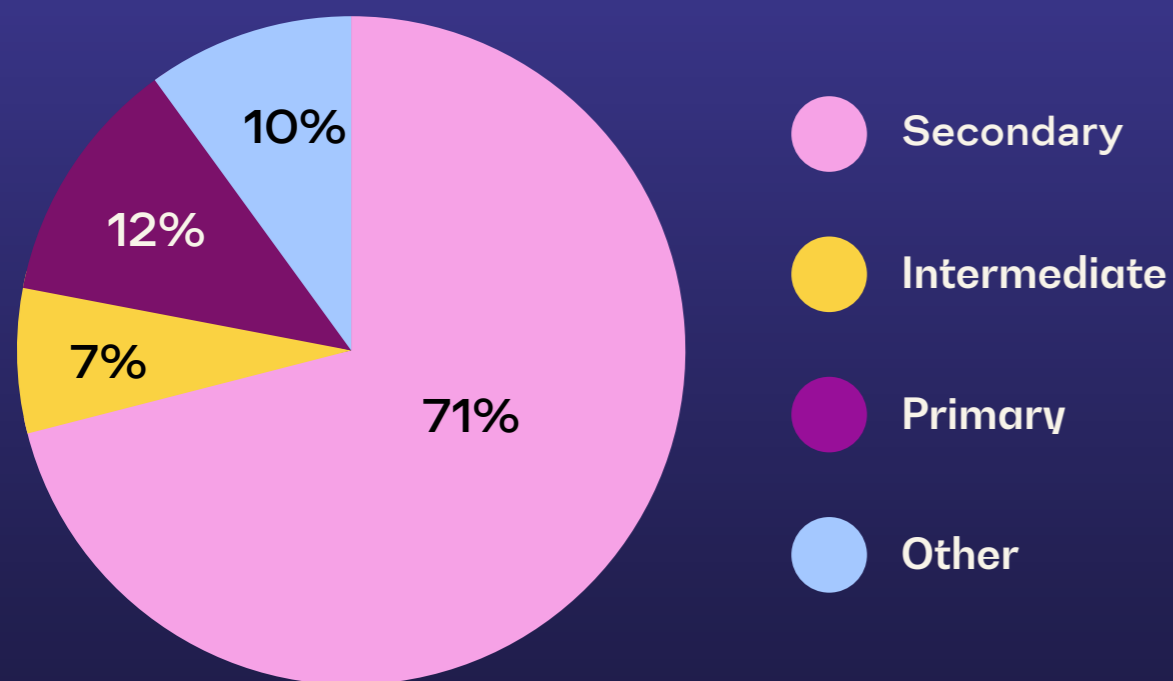
Our Communications Coordinator, River, then laid out and coloured this design for our annual set of Pride Week pride flag stickers. In 2023, we doubled last year's print order to 25,000 Sheets (275,000 stickers) and with an amazing army of volunteers, we managed to get every sticker order posted out before Pride Week! In addition to schools and libraries, many businesses and health-care practitioners also ordered stickers to show their allyship.

Our School Campaigns Coordinator, Hannah, also put together physical Pride Packs for School Coordinators to distribute to help make celebrating Schools' Pride Week as easy as possible for schools in their area. As a result, we had schools participate who wouldn't have otherwise.

Following interest from our Youth Advisory Group, we also held the first ever "School Them" Drag Panel over Zoom on June 15, during Schools' Pride Week. With so much scaremongering in the media around drag, it was important to provide a space for young people to interact and engage with drag performers in a positive, educational and safe way. We answered lots of questions around identity and representation and shared some fun tips and tricks. The panel was made up of Willy SmacknTush, Miss Geena and Jack Sparklepants. One of the Youth Advisory Group members, Roman, did a wonderful job running things smoothly as the MC.

Alongside the growth in participation and awareness, this year we also faced an unprecedented amount of negative attention. The rise in homophobia and transphobia in public and the media resulted in organised boycott campaigns by multiple groups, including Destiny Church, involving videos and emails sent directly to participating schools. Going forward there is a need to manage this carefully and to give specialised advice and support to those involved in the campaign, both internally and externally.

Breakdown of participating schools SPWA 2023



Quotes and Testimony

"To raise the pride flag brought a tear to my eye. To know that I can be proud of who I am and to be able to openly celebrate this with ākongā who identify the same and that I can hold space for these young people to feel safe to explore who they are.

I had one student write the following:

'Please keep this progress Pride flag and continue to fly it with pride and mana. Thank you for making me feel validated, safe and free to be me. I hope that flying the flag lets current & future students, their whānau and staff know that they are seen, heard and valid. Poho Kererū - Full of pride. Thank you for making this happen.'

"I noticed that a lot of people felt more confident in wearing their particular flags around school. The stickers were also a big hit, so it felt like it wasn't just a 'Gay Person Thing' it was more of a solidarity thing."
(YEAR 9 STUDENT)

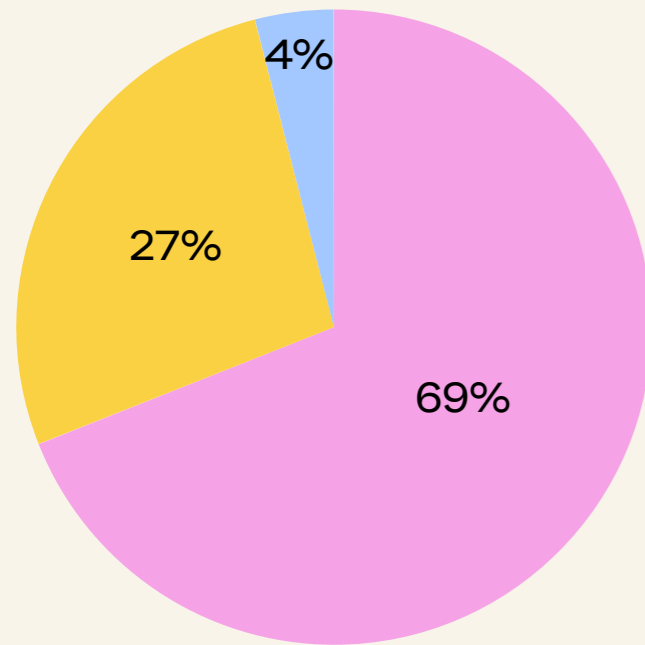
"Thank you for the wonderful work. It helps us help our students. Teachers are always busy and having people who can visit us, and events run by outside agencies makes it easier."

"The amount of progress that our school has made is amazing. I love that we are slowly becoming more open, expressive and elaborate when it comes to Pride Week."



Out on the Shelves

251 unique signups – a 99% increase from last year.



- School libraries
- Public libraries
- Non-libraries including booksellers

The Out on the Shelves campaign is an opportunity for schools and community libraries across Aotearoa New Zealand to promote more visibility and increase literacy amongst young people. During this annual event, InsideOUT encourages libraries to build and promote their rainbow collections, celebrate rainbow stories and help connect rainbow young people with these stories and with each other. This year was our 6th year of the Out on the Shelves campaign, and our first year running it for the entire month of June. It was also our largest ever!

As part of the Out on the Shelves campaign, InsideOUT Kōaro runs a national writing competition to celebrate young rainbow storytellers across Aotearoa. This year we had 89 entries which was a 207% increase from last year! We had 42 entries from under 16 years, 47 entries from those aged 16-24 years and 4 in the Māori and Pasifika category.

Our competition entries were short-listed by Campaign Team River Ayto and Hannah Carnihan and judged by Chelsea Adams, Tobias Kenny and Kahu Tumai. We had amazing sponsors including vouchers from Unity Books Wellington and Alphabet Book Club as well as queer books donated by Ben Mills, Promised Land Online Store and LAGANZ.

The winners are:

Under 16 Poetry:

Father and Son by Vincent Mahadevan

Under 16 Fiction:

Paintings by Carys Mahoney

Under 16 Non-fiction:

My Trans Recipe by M. Edgar

Ages 16 – 24 Poetry:

Desio, Desire, and The Truth by Cadence Chung

Ages 16 – 24 Fiction:

Spore Thoughts by Martha Hazel Hardstaff

Māori and Pasifika:

A World of Perpetual Longing by Tessa Keenan



OUT ON THE SHELVES

During the campaign, we encourage schools and libraries to create a fun and exciting display for their rainbow book collection. Our competition this year had 61 entries (a 24% decrease from last year).

The winners are:

Primary School Library Winner:
Te Kura o Te Tauawa

Primary School Library Runner Up:
Raglan Area School

High School Library Winner:
Mountain View High School

High School Library Runner Up:
Tauranga Girls College

Community Library Winner:
Chartwell Library

Community Library Runner Up:
Mervyn Kemp

Bookseller Special Mention:
Time Out

Bookmarks

Each year for Out on the Shelves, we release a set of unique bookmarks with identity-specific book lists to help people find rainbow books. In addition to bookmarks with aromantic, asexual, bisexual, gay, intersex, lesbian, non-binary, pansexual, takatāpui, transgender, intersecting identities, and rainbow and faith book lists, in 2023 we also released a set of bookmarks for intermediate school books, primary school books, and children’s picture books. Each unique bookmark was designed, illustrated and coloured by our Communications Coordinator, River. To meet increased demand and maintain year-round stock, we increased this year’s bookmark print run to 5000 sets. To date, have had 172 orders for a total of 1713 regular sets and 796 Children’s Books sets.

Authors Panel

As in previous years, we hosted an Author Panel via zoom. This was held on June 27th and featured four amazing authors from Aotearoa, Gina Cole MNZM, Chris Tse, Sascha Stornach and Freya Daly Sadgrove.

Lily, one of our Youth Advisory Group members, did a fantastic job hosting the panel with Chelsea Adams from Alphabet Book Club acting as moderator. A recording of the panel can be [viewed on InsideOUT’s Youtube channel](#).

The campaign was a great success and we hope to continue this growth going forward, engaging more and more schools and libraries and increasing the awareness and celebration of rainbow authors and stories.

Quotes:

“Kids asked me to purchase certain books from the bookmarks that we didn’t already have. The bookmarks flew out the doors and into the hands of the kids who needed them.”

“A highlight was having a beautiful bright display in our library and our student librarians excitement and enjoyment in making it.”

“It was an opportunity to give our rainbow students a very clear message that they are valued at our school and that there are support people and resources available.”



Aro ki te Hā:

Respectful Relationships Programme

InsideOUT Kōaro worked alongside RainbowYOUTH to engage in a three phase, multi year process to develop a Respectful Relationships Programme for takatāpui and rainbow rangatahi aged 16-23. This programme has been funded through Te Puna Aouni and a wider project through our membership with the Rainbow Violence Prevention Network. It supports rainbow rangatahi to develop skills and knowledge to empower them to have safer, more respectful relationships with their partners, peers, whānau and communities.



Phase 1:

In Phase 1 of the programme's development, our cross-organisation team worked with our communities to develop research, resources and content to inform the programme.

Rangatahi Advisory Rōpū and Tentacular Kōrero

Through guided sessions with the rōpū that spanned 6 months, rangatahi shared their wants, needs, concerns, aspirations, ideas and experiences with one another and with the project team. From these insights we produced Tentacular Kōrero, an open-access collective document that outlines the narratives of our rangatahi, and their perspectives of violence; its causes, and antidotes.

Community Consultation

Rangatira from our communities generously shared their time, knowledge and experiences in order to help identify key issues, intersections, and realities that need to be held in mind going into the programme. Core kaupapa came to light from these discussions, and we were able to identify key factors as requiring special attention. In particular, the harms of colonisation, patriarchy, white supremacy, ableism and anti-queerness were identified as core factors that underpin violence.

Aro ki te Hā Research Report

In conjunction with members of the research team, staff worked to weave together all aspects of the research that had been conducted during Phase 1. The research report is home to a number of short articles exploring violence, prevention, and education. It also details the evidence base that underpins the programme, as well as the evidence base that informs the research and consultation methods. The purpose of this report is to provide a community led basis for professionals and individuals alike to explore the realities of rainbow experiences of violence, putting a rainbow voice to the rainbow experience.

Programme content and resource development

During Phase 1 we developed the resources and content that makes up the programme. We developed the first iteration of a 6 session programme that covers core kaupapa such as consent and communication. The programme, once finalised, was then prepared for piloting in Phase 2.

Phase 2:

The key to a successful programme is adaptation. During Phase 2 of the programme's development and delivery, we have been piloting the programme with 6 groups of up to 10 rangatahi from across the motu. We have sessions staggered throughout the remainder of the year, and from the feedback we receive, we will make changes to the programme content and resources as necessary, to ensure it is fit for purpose.

While uptake of the programme has been slower than anticipated, we are seeing full groups, regular attendance and high levels of commitment. The community and youth interest in the programme is promising, and gives us significant ambition for the future of the programme and Phase 3.



National Geographic Photo Camp

InsideOUT worked alongside AirNZ and National Geographic to deliver a Photo Camp in Russell, Te Tai Tokerau, for 20 rainbow young people.

The camp focussed on storytelling, with the photography students learning from Erika Larson and Lynn Johnson, who mentored them on everything from lighting to composition to choosing which photos to include in their exhibit.

Students spent 6 days learning about photography and honing their photography skills in and around Russell. At the end of the camp, they chose a small selection of photos that told the story they had cultivated over the course of the camp, and displayed these photos to family and friends in an end-of-camp exhibition.

“Photo Camp was an amazing experience, which taught us valuable photography skills, and gave me a new wave of passion for creating stories and making beautiful art using photography. Not only that but we also were blessed with the opportunity to make incredible connections and lifelong memories.”

- MAGGIE, PHOTO CAMP STUDENT

“Photo camp helped me to portray how I see the world in an artistic way, which meant more to me than I can describe. As queer young people, our worldviews are often overlooked – feeling truly seen for who I am, and being able to express this through an artistic medium, was profoundly ātaahua.”

- SAGE, PHOTO CAMP STUDENT

“Northland PhotoCamp was truly a life changing experience. It was the first time in all my 17 years I'd truly felt a connection to the community around me and felt fully embraced – for me, the truest sense of the word Aroha. Being supported as unapologetically Queer and Pasifika was awesome.”

- AYLA, PHOTO CAMP STUDENT

Seeing the 20 young people connect with the art of photography, with their stories and with each other was such a privilege. We are so thankful to AirNZ for choosing to work with us as their community partner and for National Geographic for providing this opportunity to our community!



Our Volunteers

Despite a number of our volunteers from previous years ageing out, or deciding to stop volunteering with us due to other commitments, our number of volunteers remains fairly steady, with a number of new volunteers joining the programme! We have 142 inducted volunteers, with 74 based in Te Whanganui-a-Tara Wellington, 36 in Tāmaki-Makaurau, and 16 in Waitaha Canterbury, and a handful in other regions.

Our volunteering programme tends to have a core group of volunteers who are always keen to put their hands up for any job!

Over this period, our volunteers have been involved in a really wide range of mahi with us, helping us out across many areas. InsideOUT Kōaro has had a presence at many events, and our volunteers were key in helping us hold these spaces. Some of these events have been Out in the City at the Wellington Pride Festival, Big Gay Out at the Auckland Pride Festival, Sex in the Hub at Victoria University's Sex Week, and Festival for the Future 2023, and our Pre-Ball Gender Affirming Makeup Event, Be Iconic, where we had volunteer makeup artists and a photographer, and of course, Shift Hui.

Beyond events, our volunteers were a crucial part of our campaigns, helping to send out over 171 bookmark orders, and 269 sticker orders. They also were a crucial part in adding over 550 books to the Out on the Shelves database. Our volunteers continue to help us with our resource orders, with volunteers sending out many resource orders over this period.

We'd like to thank all our volunteers for their time and effort into helping InsideOUT Kōaro support rainbow and takatāpui young people across ngā motu. InsideOUT Kōaro could not run without the immense amount of time, aroha, mātauranga, and commitment that our volunteers share with us.



Advocacy continues to be an important part of InsideOUT's mahi. Over the past year we submitted on the following bills in support of our mahi for rainbow populations:

- Human Rights (Incitement on Ground of Religious Belief) Amendment Bill
- Declaration of inconsistency: Voting age in the Electoral Act 1993 and the Local Electoral Act 2001
- Education and Training Act Amendment Bill (No 3)
- Integrity Sport and Recreation Bill

We also submitted on the Independent Electoral review and our recommendations, such as allowing people to use a chosen or preferred name when voting have been included in the recommendations of their interim report. Our team continue to advocate for the inclusion of rainbow communities in a range of spaces, including feeding into things such as the the Royal Commission of Inquiry into Abuse in Care, the Curriculum Refresh and the ongoing actions of Te Aorekura, the national strategy and action plan to end family violence and sexual violence. Further to this, we remain an active part of the Rainbow Support Collective and the Rainbow Violence Prevention Network, working closely with other organisations to best advocate and uplift our communities.

Judicial Review

In March 2023 we took a lead role in trying to prevent anti-trans campaigner, Posie Parker, from entering Aotearoa, alongside our friends at Gender Minorities Aotearoa and Auckland Pride. We strongly felt that Posie Parker's presence in New Zealand would pose a significant threat to public order and a risk to public interest, which was later unfortunately proven to be true.

With the support of legal counsel Tiho Mijatov and Monique Van Alphen Fyfe, we took a Judicial Review to court, in hope that our urgent application for an Interim Order would prevent Posie Parker's visit. Unfortunately, this was not successful and our organisations together decided not to continue the Judicial Review against the Minister of Immigration.

While we continue to believe the Minister's decision was unreasonable and unlawful, because Posie Parker posed a risk to public order, we felt the damage had been done by Posie Parker's visit and there would be a significant investment of time, resources, and potentially funds that would need to be put towards a Judicial Review that could take a considerable period of time to be determined.

We believe that Justice Gendall's judgement on our urgent application for Interim Orders, while ultimately failing, was significant and sent a clear message from the High Court. The Judge affirmed that Posie Parker presented a risk to Aotearoa's rainbow communities, potentially the public order, and was aligned with far-right groups.

The Judge stated

"It is not disputed Ms K-M's views are harmful to minority communities. Nor is it disputed those communities are particularly vulnerable to harm and discrimination. They deserve protection, and harmful views must be condemned."

Justice Gendall said

"Had the Minister determined that Ms Keen-Minshull was likely to be a threat or risk to public order and therefore excluded from New Zealand for the reasons identified by the Applicants, it is also reasonably arguable that this would represent a justified limitation on her right to freedom of expression."

He went on to say that

"There are reasonable grounds to accept the Applicants' argument that in a competing rights analysis, freedom of expression may in some circumstances, need to give way to the right of vulnerable communities to be free from discrimination."

The Judge affirmed that the Minister of Immigration retained the ability at all times to prevent Posie Parker from entering the country under section 16 of the Immigration Act.

The Judge also affirmed that our case was properly brought, and was within our charitable purposes.

We took this case on to send a strong message to the Minister of Immigration that his failure to act was dangerous and would not go unchallenged. Our organisations refused to stand by while our communities were under threat, a decision justified by the alarming and demonstrable rise in hatred and disinformation directed towards trans and gender diverse people.

We are immensely grateful for the support from our community and allies for fundraising to support our legal costs.

While the end result is not what we hoped for, we remain so proud of our communities and the amazing show of support for transgender human rights, including multiple community groups coming together and organising protests, over 6000 attendees at these events, media reports which recognised the situation well, and a massive swell in support from across the country. Kia kaha, kia māia, kia manawanui. We're so impressed.

Acknowledging our funders

Thank you to these funders for supporting our work between July 2022 and June 2023.

FUNDER	AREAS OF WORK
COGS Aoraki, Auckland City, Canterbury Rural, Central Otago, Christchurch City/ Peninsula, Coastal Otago, Manukau, North Taranaki, Papakura/Franklin, Rodney/ North Shore, South Taranaki, Southland, Tauranga Moana, Wairarapa, Waitakere City, Wellington, and Whitireia.	Regional School Coordination and expenses
Foundation North	School Coordination in Tāmaki Makaurau/ Auckland and Te Tai Tokerau/Northland
Hononga Takatāpui (Burnett Foundation)	Takatāpui noho marae for kaimahi Māori and advisory rōpū
Lotteries	Operational expenses
Tides Foundation	Funding to attend Sydney World Pride and Aro ki te Hā (Respectful Relationships Programme)
Te Puna Aonui	Rainbow Violence Prevention Network and Aro ki te Hā (Respectful Relationships Programme)
Rātā Foundation	School Coordination in Waitaha/ Canterbury
Rainbow Charitable Trust	Out on the Shelves and Schools Pride Week
Te Whatu Ora	Advancing Rainbow Competency Training and Rainbow Ākonga Wellbeing (nation-wide school services)
Te Korowai Whetu Social Cohesion	Aro ki te Hā costs (Respectful Relationships Programme)
Ministry of Youth Development	Shift Hui and Youth Development programmes
Tindall Foundation	Nationwide Schools Services expenses
Nikau Foundation	Office Rental Expenses
Betty Campbell Accommodation Grant	Office Rental Expenses
Mental Health Foundation	Creating Rainbow Inclusive Schools Workshops
WCC Social and Recreation Fund	Volunteer programme

Donors

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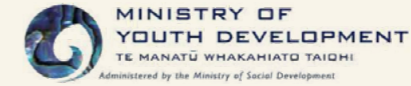


WellingtonNZ

thewarehouse

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Burnett Foundation
Aotearoa



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Sam Jenkins
Aimee McNaughton
Callum Neil
Ella Tait
Yvette Taylor
Jerome Cargill

And every single one of you who
has generously donated to our
GiveALittle page.

Thank you to those who fundraised for us at these schools:

Pompallier Catholic College
Macleans College
King's College
Diocesan School For Girls
Papatoetoe High School
Pasadena Intermediate School
Green Bay High School
Mount Albert Grammar School
Hobsonville Point Secondary School
St Kentigern
Katikati College
Hastings Girls' High School
New Plymouth Girls' High School
Hamilton Boys' High School
Awatapu College
Upper Hutt College
Hutt Valley High School
Lytton High School
Wellington High School
St Mary's College
Onslow College
Scots College
Waimea College
Darfield High School
Rangi Ruru Girls
Hillmorton High School
Rolleston College
Mountainview High School
Mt Aspiring College
East Otago High School
South Otago High School
Logan Park High School



Closing Remarks

We share our aroha and immense gratitude with everyone who has supported InsideOUT Kōaro and our mahi over the past year.

To all of our rainbow rangatahi and whānau around Aotearoa, we couldn't do this without you. Arohanui.

Please visit our website at insideout.org.nz to learn more about our mahi and how to support us through donating, fundraising or volunteering.

We mihi to graphic designer, Sam Timmings, for helping to design and typeset this report.

See more at samtimmings.com



