

# Annual Report

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2023- 2024



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## Who we are | 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 | Ko te Whakakitenga

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 | Ko te Uaratanga

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-inclusive
- Creating regional and national education and networking opportunities
- Advocating for the rights and visibility of rainbow communities



# OUR STAFF

Note: there have been some staff changes since June 2024; this is not a current list of staff.



**TABBY BESLEY**  
Managing Director



**EDIE FREEMAN**  
Operations and  
Engagement Lead



**BEN MILLS**  
School Services  
Manager



**ROSIE LEADBITTER**  
Workplace Services  
Development Lead



**KIRSTY HARNDEN**  
Te Tai Tokerau/  
Northland



**MICHELLE**  
Tāmaki Makaurau/  
Auckland



**DANAE**  
Te Moana-a-Toi/  
Bay of Plenty



**RACHEL KUYSTEN**  
Waikato



**EMMETT ROBERTS**  
Workplace Services  
Delivery Lead



**ATIRAU JENSEN-  
WHAKATAKA**  
Kaihāpai Takatāpui



**RUATAUPARE RUSSELL**  
Kaitautoko Takatāpui  
Kura Kaupapa



**RIVER AYTO**  
Communications  
Coordinator



**DANDO**  
Taranaki



**ZENICA MANN**  
Whanganui



**JULES COLLINSON**  
Manawatū



**JORDAN WALKER**  
Te Tairāwhiti



**RIWHI KENNY**  
Volunteer and Community  
Engagement Coordinator



**RED CARLEY**  
Funding and Finance  
Coordinator



**HANNAH DARLING**  
Schools Campaigns  
Coordinator



**DANDO**  
Respectful Relationships  
Coordinator



**KIRSTIE LOVESY**  
Te Matau-a-Māui/  
Hawkes Bay



**VAL LITTLE**  
Te Ūpoko o Te Ika a Māui/  
Wellington



**AROHA**  
Te Tau Ihu o Te Waka-a-Māui/  
Nelson, Tasman, Marlborough



**MASON MALCOLM**  
Waitaha/Canterbury



**JAZ ALEXANDER**  
Training Coordinator



**MEIHANA PŌTIKI-GRAYLING**  
Shift Hui Coordinator



**SAVIEY NUA**  
Pacific Competency  
Coordinator



**ALEX KER**  
Resource Development Lead



**LARA**  
Waitaha/Canterbury



**SAM DUCKOR-JONES**  
Te Tai Poutini



**MEIHANA PŌTIKI-GRAYLING**  
Ōtākou/Otago



**CHARMIN DAHL**  
Murihiku/Southland

## NATIONAL

## SCHOOL COORDINATORS

InsideOUT also has a team of contracted facilitators that support our mahi delivering education across Aotearoa. We extend our greatest thanks to them for all the expertise and skills they bring to supporting workplaces, businesses, government agencies, community organisations and mental health and addiction services to upskill and become more rainbow competent and inclusive services.

We would like to acknowledge former staff who resigned or finished their contracts in the 2023-2024 year:

Tāmaki Makaurau / Auckland Schools Coordinator - Ella Sargison

Waikato Schools Coordinator - Cami Carty-Melis

Manawatū Schools Coordinator - Elliott Pepper

Te Ūpoko o Te Ika a Māui / Wellington Schools Coordinator - Compass Wilts-Ramsay

Te Tau Ihu o Te Waka-a-Māui / Nelson, Tasman, Marlborough Schools Coordinator - Sylvan Thomson

Waitaha / Canterbury Schools Coordinator - Rose Cook

Te Tai Poutini / West Coast Schools Coordinator - Sam Duckor-Jones

Ōtākou / Otago Schools Coordinator - Izzy Costigan

Murihiku / Southland Schools Coordinator - Charmin Dahl



**BROCK STOBBS**  
Co-Chairperson



**AWHI MARSHALL**  
Co-Chairperson



**KIEFER HUNT**  
Treasurer



**KAY STODART**  
Secretary



**MIIA VAN BEUSEKOM**  
Youth Trustee



**ADRIANA CLEGHORN**  
Youth Trustee



**JACK RUDDENKLAU**  
Youth Trustee



**NAT MCDONALD**  
Youth Trustee



**ILANA SEAGER VAN DYK**  
Executive Advisor



**SHIYI REDPATH**  
Executive Advisor



**AMY ROSS**  
Executive Advisor

Note: there have been some further board changes since June 2024; this is not a current list of board members.

We would like to acknowledge former board members who resigned in the 2023-2024 year:

- Trustee - Rox Soriano
- Trustee - Cameron Kapua-Morrell
- Trustee - Tayla Dickson
- Trustee - Willow Bailey
- Executive Advisor - Becca Harvey

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

## BOARD OF TRUSTEES



# OUR VOLUNTEERS

Amber Leslie  
Elena  
Florian Williams  
Huiming Wu  
Kiefer Hunt  
Kiu Hei Chloe Yip  
Maggie Ross  
Rachel Lockwood  
River Rosie Zephyr Ketko-Trask  
Sophie Standfield  
Stan Thomas  
Thalia Rutherford  
Xeon Wilson

## Ngā Tipua Moroki / Takatāpui Rangatahi Advisory Group


## Schools Pride Week Aotearoa 2024 Youth Advisory Group


Meg Lange  
Aroha Kent  
M McNeilly-Edgar  
Francheska Cruz  
Kway Hardy  
Maya Russell  
Oscar Compton-Moen  
Phoenix Nguyen  
Rio Salisbury-Metcalf  
Adriana  
Marz Abbott-Raggett


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.


# REFLECTING ON THE PAST YEAR


## What young people are saying about us:

 "Thank you to the InsideOUT team who made this all happen for us. Y'all r awesome, keep up the great work, you all really make a difference in our lives."  
- Schools Pride Week Aotearoa, Youth Advisory Group member

"I made so many connections with people in my community and felt hopeful about my future because of the attitudes of the mentors/staff that were there."  
- Shift Hui, Youth Participant 

 "...wonderful leadership that really cares for the community is admirable and inspiring to see. Great work is clearly put in to reach and support as many as possible."  
- Shift Hui, Youth Participant

"Learning so many things I never would have before and building a sense of community, I can take this knowledge and these skills with me in the future and give that gift to others."  
- Shift Hui, Youth Participant 

 "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!"  
- Shift Hui, Youth Participant

# CO-CHAIRPERSONS' REFLECTIONS



Ko Matawhaura te maunga,  
Ko Ohau te awa,  
Ko Ko Te Rotoiti-i-kitea-ai-e-Īhenga te roto,  
Ko Tapueharuru te marae,  
Ko Ngāti Kawiti rāua ko Ngāti Tamateatutahi  
ngā hapū,  
Ko Ngāti Pikiao te iwi,  
Ko Te Arawa te waka.

Ko Awhi Marshall tōku ingoa.

E ngā rangatira mā, tēnā koutou.

This past year has been unlike any other. In November last year, we implemented a Co-Chairperson structure on the Board, and I was elected alongside Brock, the incumbent. Brock has been an incredible mentor in my new role, and I'm heartbroken to see him off at the end of the year in November. Being 19 years old at the helm of such important mahi is daunting, but the support of Brock, Tabby, and all other Board members and staff at InsideOUT Kōaro have made it doable.

Brock's contributions over his time here have been immense. By the time November rolls around, he will have contributed over 5 years of his time voluntarily to this Board, and over 4 years as Chairperson. His expertise, knowledge, and dedication will be sorely missed. He whakawhetai mutunga kore nā mātou ki a koe e kare.

As a queer young person who desperately needed people like those working at InsideOUT Kōaro when they were younger, it's so rewarding to work behind the scenes to make this mahi happen. We've grown so much over my time here, and I'm excited to see where the future leads us and the impact we can make. I'm so incredibly grateful to have such a strong and committed team on the Board to work with.

I look forward to the year ahead, while looking back with appreciation at those who've come before me—Ka mua, ka muri.

Me te aroha nui,

*Awhi*

Tēnā koutou, tēnā koutou, tēnā koutou katoa  
He Pākehā ahau, Ko Ingarangi, ko Kōtarana ngā  
whakapaparanga mai  
Ko te Ngaengae te kāinga  
Nō Te Awakairangi au  
Kei Te Whanganui a Tara au e noho ana  
He Heamana au i Kōaro  
Ko Brock tōku ingoa  
Tēnā tātou katoa



It seems every year manages to be more challenging than the last and this year is no exception. With so much hatred, bigotry, and discrimination impacting not only our rainbow communities but also so many others like our Māori and disabled communities, it can be hard to recognise the progress and positive impacts we have made - big and small.

However, when I look back on the last year, I remember why I wanted to be a part of this organisation in the first place. InsideOUT Kōaro continues to deliver and create so much good for people, from our rainbow-inclusive work in schools, communities, and workplaces, to our projects and programmes like Shift Hui, Schools Pride Week, and Aro ki te Hā.

It's an incredible feeling to be writing my fourth and final reflection as Chairperson for InsideOUT Kōaro - a role and organisation I have given so much of my life to, and have received so much in return. The skills, experiences, relationships, joy, and hope I have gotten from my time here have inexplicably made me into the person I am now and it is something I would wish for everyone to experience in some form.

We have farewelled many Trustees over the past year - Rox, Cam, Willow, and Becca - and I will be forever thankful for their mahi as well as the

relationships I have forged and deepened with them because of this experience. I want to acknowledge all of their contributions as without their generosity, we would not be where we are today.

And with these farewells, we have been able to welcome many new Trustees including Kay, Jack, Nat, Adriana, and Ilana. I feel relieved to know that as I enter my final year on the Board and end my term. I will be leaving behind brilliant people who will make these roles their own and support Awhi in leading the organisation - Ka pū te ruha, ka hao te rangatahi

It feels like an unfortunate time to be leaving the organisation. There is still so much to do and many ways we will need to adapt and transform ourselves - the fiscally constrained environment we, and many other NGOs, find ourselves in means funding becomes increasingly uncertain and the political and social environment means the progress we have made for rainbow inclusion is slowly being peeled back. However, I remain hopeful that we will continue to be resilient and respond to these challenges, surviving and, ultimately, thriving - I orea te tuatara ka patu ki waho.

*Brock*



# MANAGING DIRECTOR REFLECTIONS



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  
Nō reira, tēnā koutou, tēnā koutou, tēnā tātou katoa

It has been another challenging year for InsideOUT Kōaro as hate, discrimination and disinformation directed towards rainbow communities continue to grow across the globe. Despite this, I am so proud of what our team continues to achieve as it reaches into schools, workplaces and communities across Aotearoa, making a difference.

A personal highlight for me this year was our Broccoli X Queer Joy exhibition - explained further in the report - which was a beautiful expression of creativity from our communities that took place as an antidote to some of the hate directed our way. I encourage everyone reading this to connect with what brings joy for you and make time for this amongst the difficulties we are collectively facing.

It has been particularly exciting to see our Aro ki te Hā kaupapa launch with our first programmes being delivered to young people, and my every hope is that this

violence prevention work will continue to grow and be a strong pillar in our mahi for years to come.

I want to acknowledge Meihana Potiki-Grayling who took on the role of Shift Hui Coordinator for us this year - having attended Shift as a rangatahi and now coming full circle as an InsideOUT staff member and Shift Coordinator, I was so proud to see them step into this role and coordinate another wonderful Shift for us! Supporting rangatahi so they can then go and create change and lead the way for others has always been at the heart of what InsideOUT hopes to do, and Meihana is a fantastic example of this.

I want to thank all the staff, board members and volunteers that moved on from InsideOUT during this year and acknowledge all their many contributions to our mahi.

As we head into the next year, we face further challenges and uncertainty about our funding and the political climate we find ourselves in. It will also be a time where we are looking internally about the changes we need to make and how best to move forward to honour Te Tiriti o Waitangi across our organisation.

As always, I am deeply grateful for the support from our funders, stakeholders, community partners, staff, board, volunteers and all the people in our communities that engage with us - whether attending a workshop, resharing our content on social media, donating or giving us your feedback, every little bit adds up as part of the impact we create. Thank you - and don't forget to take those moments to find and celebrate joy as we move forward.

Ngā mihi,

*Tabby Besley*

# TREASURER REFLECTIONS



Tēnā koutou katoa  
Ko Ingarani, ko Kōtirana, ko Aerana, ko Wēra, rātou ko Īnia ngā whakapaparanga mai  
Engari, ko Te-Whanganui-a-Tara te whenua tupu  
Kei Te Papaioea au e noho ana  
He Pākehā ahau  
Ko Kiefer taku ingoa  
Tēnā tātou katoa

This financial year has been a big one for InsideOUT!

It has been a privilege to step into the role of Treasurer when the organisation is experiencing lots of growth. I have been well supported by our previous Treasurer, Miia, and I am always grateful for her input. The role has definitely been a learning curve but it's a challenge I'm tackling head on.

Connecting with other members of staff has definitely helped this process; I have leaned on Red and Edie in particular! Red, our Funding and Finance coordinator, is such an asset to me, as well as the organisation as a whole. He's super knowledgeable and always on top of things. I'm so pleased we get to work together.

The mental health and resilience funding received from Te Whatu Ora (formerly Te Aka Whai Ora) has been an incredible opportunity for the organisation. We have already been able to hold a wānanga for takatāpui and expand our Kaitautoko Takatāpui Kura Kaupapa role, and we have big plans for the rest of the funding. I am very excited to see these come to fruition!

Additionally, we received some new grants this year. We are forever grateful for these as it ensures we can continue to provide our important mahi all over Aotearoa. Our funders, alongside all of our donors, are so crucial to us as an organisation. The climate is becoming increasingly difficult for both nonprofit organisations and rainbow folks; sitting in that intersection can be challenging in many ways, including financial. We are so lucky to have their contributions.

I am very glad to support InsideOUT Koaro in my role. The Board is such a lovely group of people to work with, and have been very receptive to all of my ideas around improving our financial reporting. I am hopeful that we can continue to use our financial resources to support our community!

# VOLUNTEER REFLECTION

Kia ora koutou! My name is Sophie, and I use she/they pronouns. I've been involved in some capacity with InsideOUT Kōaro since I moved to Te Whanganui-a-Tara way back in 2020. I joined InsideOUT's volunteering group as a way to facilitate connections in a new city and to continue with volunteering I'd done previously for local groups like QYouth in Whakatū/Nelson.

Going into the office to help out and connect with other volunteers and staff is always lovely; I get such a warm welcome and am plied with snacks and offers of hot drinks. Even the most mundane of tasks are fun to do when I am surrounded by people who appreciate my organisational skills and don't mind when I distract them from their mahi by bringing up the latest TV show I've been watching and the absolute state of Rainbow representation on screen! Attending the annual Shift Hui as a volunteer is always incredible as I see firsthand the effects that being in a Rainbow-majority space can have on our rangatahi.

When I'm feeling down about the state of the world or the latest challenge facing our communities, I always hit up the staff at InsideOUT to see if anything needs doing. Volunteering and connecting with other members of the community acts as a much-needed balm to hopelessness and grief, and it also serves as a reminder to me that so many people in so many areas of life are working to make things better for our communities. It is such a supportive environment and I highly recommend connecting in with the team at InsideOUT Kōaro.

# SCHOOL COORDINATORS' REFLECTION

Our School Coordinators support schools nationwide by engaging with QSAs, running regional connection events, providing resources, and delivering professional development workshops for school staff. They work to create inclusive communities for rainbow rangatahi by advising on policies like inclusive language, uniforms and bathroom facilities, and helping schools participate in national campaigns such as Schools Pride Week Aotearoa and Out On The Shelves.

With the support of our School Coordinators, rainbow students are able to grow safer communities, access peer support groups, develop leadership skills, and more. By supporting students, educating staff, and advocating for rainbow issues, our School Coordinators enhance visibility for rainbow and takatāpui people, helping young people feel more connected, supported, and less isolated. Their work fosters much-needed inclusivity and visibility across Aotearoa.

# OUR MAHI



# SCHOOLS' WORK

In the 2024-2024 year, we had over 1156 interactions with over 310 schools total, including facilitating 60 professional development workshops for school staff and over 210 school visits. 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.



## WORKPLACE SERVICES

Over this period we've been lucky to have the opportunity to support our amazing team of facilitators to grow in confidence and experience with regard to their education delivery with InsideOUT. This has been in part due to our ongoing monthly peer supervision space which has been well attended. This space is a great opportunity to share our knowledge and skills with one another while also providing a space for support and reflection. This has been very important, as this work requires our facilitators to be dynamic and approachable in a context where our workshop attendees hold a vast range of views and levels of knowledge about the topics we cover.

We are endlessly grateful to both the facilitators delivering our education and the organisations who are striving to create better services and workplaces for those in our takatāpui, MVPFAFF+ and rainbow communities. We're really fortunate to have been able to deliver to 88 organisations under our general workplace stream in this 12 month period including 47 NGOs, 17 businesses and 24 government agencies. A further 60 presentations and workshops were developed for schools on top of this. This has been in large part due to the fabulous Jaz, our Training Coordinator, who does such an excellent job of liaising with both organisations and our facilitators to ensure that both we and the organisation we are providing education to are well prepared. Jaz's work has also enabled us to focus on ensuring that our offerings are tailored to consider the specific context and learning needs of a given workplace.



Some of the organisations we have delivered to over this period include Kawe Mahara (formerly LAGANZ), PPTA, the Waitangi Tribunal, Red Cross, College Sport, New Zealand Association of Counsellors, Wellington Phoenix, Wairau Pride, Aged Care Association NZ, Mojo Coffee, Crown Law, Wellington Rape Crisis, Amnesty International Aotearoa and many more.

Here are some comments that have been shared by people who have attended our education across this period:

"This workshop is informative and well worth your time and energy to attend. I believe there is something in it for everyone, no matter who you are or your journey in life. The challenge or question then is "Why would you not attend?" or if you did attend and gained nothing from the course content or peers input, then "What's the haps?"."

"I went in thinking I was confident in my knowledge and skillset to the inclusion of diversity but this training opened my eyes that there is more to learn in a constant ever changing society. I felt safe to explore what I wasn't confident with and this training encouraged positive discussions in my workplace. I couldn't recommend this training more!"

"It's been really great working with the team at InsideOUT Kōaro to deliver rainbow-inclusion training to different teams in our organisation. Really appreciated all the prep work that went in to make sure there were scenarios relevant to our work, and some of our internal supports and policies related to rainbow inclusion were incorporated into the materials too. Great effort! All the facilitators were knowledgeable and approachable - made it easy for people to ask questions and learn more in this space, even if they weren't very familiar with rainbow communities and related themes. I've had some great feedback internally and seems everyone learnt something new and grew in their confidence to interact effectively in this space. Well worthwhile."

"Great course, learned a lot of knowledge which is important in this fast changing world. The facilitators were non judgmental and happy to answer questions about the material. I felt it was a safe and accepting space to ask the questions I may not be able to in other environments. Well worth the effort on our journey to a more diverse and inclusive organisation."



“InsideOUT are a truly wonderful group of people doing important education and advocacy work. I really enjoyed this training even having a good grounding I felt I learnt more about how to create more inclusive spaces. The facilitators made me feel comfortable right from the start. The course is conducted with warmth, solid information and data. I appreciated how it centres the voices of rainbow folk to create a space that informs and educates the attendees and passionate about creating a better world for all. This group is skilled in creating a safe space for people to learn and be more confident in creating safer more inclusive community spaces.”



In addition to our workplace education, we were delighted to be able to offer five funded Be There workshops to parents, caregivers and whānau of rainbow rangatahi over this period. This was made possible through the Preventing and Countering Violent Extremism Fund. We are very grateful to have been able to provide these workshops as part of the wider vision for an Aotearoa where people have the opportunity to learn accurate information about trans people, as well as understanding how to support trans loved ones. We delivered two of these workshops online and held three in-person workshops (in Tāmaki Makaurau, Te Whanganui-a-Tara and Ōtautahi), and had 35 attendees in total.

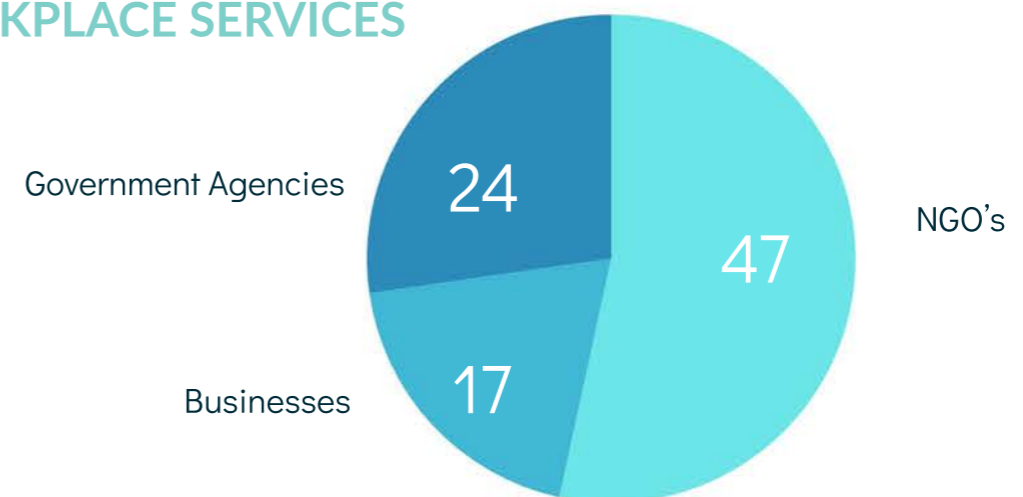
We have also had the privilege of providing consultation for a number of organisations over this period. Some who we have supported in this space include Horowhenua District Council, Te Pou, Diverse Church, Citizens Advice Bureau, Triathlon NZ, Scouts Aotearoa and more. This consultation has ranged from providing feedback on policy and research to organising focus groups for our communities to share their lived experiences. We want to acknowledge the amazing Alex Ker for his work as a contractor with us. His continued support for our consultative mahi is invaluable!

In 2023 we were granted the opportunity to work in collaboration with Sport New Zealand to develop rainbow inclusivity content for sector specific resources that have been transferred into e-learning modules on the Sport New Zealand inclusion hub. This work also included high level resources for executive leadership teams, management and HR teams, as well as those working directly in community sport and active recreation. These resources were accompanied by videos that gave voice to rainbow rangatahi’s experiences in sport, along with condensed fact sheets and posters. It was fantastic to be able to put so much work into these resources, and to know that they will be available to kaimahi and volunteers in the sport and active recreation space across Aotearoa. We want to acknowledge the amazing Ada at Gender Minorities Aotearoa for her work on these resources as well.

Looking ahead, we are at the beginning of a process of moving to a new data management system. This new system will hopefully allow for the data for all of our education streams and consultation to be held in the same location. It will also be great to see how this system is able to automate our enquiry process to be more streamlined for those of us in the Workplace Services team and also for our Regional Schools Coordinators.

We have also reached the third year of our contract with Te Whatu Ora/Health New Zealand to deliver free Rainbow Competency workshops around the country to those working in the mental health & addictions sector. These trainings aim to ensure that rainbow communities can safely access these support services should they need to, upskilling kaimahi in their knowledge and confidence when working with our communities. We have delivered a total of 91 funded workshops from Te Tai Tokerau down to Murihiku in this period. These include 72 Advancing Rainbow Competency (ARC, Tauivi) workshops, 17 Tagata Moana (Pasifika Rainbow Competency) workshops, along with 2 Whakaahu Whakamua (Kaupapa Māori) workshops. We are also in the process of developing a follow-up course for these workshops which will allow the many hundreds of attendees we have delivered to in the mental health & addiction space access to further learning opportunities by InsideOUT.

## WORKPLACE SERVICES





REGION	ARC	BE THERE	GENERAL	SCHOOL	TANGATA MOANA	WHAKAHU WHAKAMUA	GRAND TOTAL
Auckland	20	01	19	15		01	56
Bay of Plenty			02	01			03
Canterbury	06	01	02	05		01	15
Hawkes Bay	02				07		09
Manawatū-Horowhenua	07		01	01	02		11
Nelson-Marlborough	03		02	01			06
Northland	03		03	01			07
Online			16				18
Otago	05		07	02			14
Southland	02		01				03
Taranaki	01		01	01			03
Waikato	05		01	01	01		08
Wellington	18	01	38	07	07		71
Whanganui				01			01
<b>Grand Total</b>	<b>72</b>	<b>05</b>	<b>93</b>	<b>36</b>	<b>17</b>	<b>02</b>	<b>225</b>

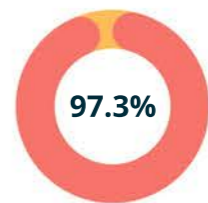


# SHIFT HUI

Shift is InsideOUT's long running national hui for rainbow, takatāpui, MVPFAFF+ and intersex young people aged 15-20. It is a safe space for rangatahi to connect, grow, and learn about different issues facing the rainbow community in Aotearoa. Participants take part in a variety of informative workshops and fun activities, gaining new skills and knowledge that they can utilise in their lives, schools and communities. Over the past year we held two in-person Shift as Shift 2023 had to take place in July, with Shift 2024 running in April.

We'd like to give a special thanks to Countdown/Woolworths who supported costs towards kai at Shift Hui for both years and Cityhop who graciously supported transport with one of their rental vans for Shift Hui 2024.

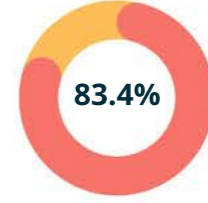
## In 2023:



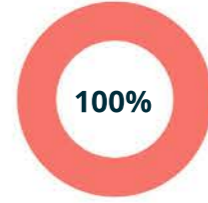
Felt like they were taking away useful knowledge, learnings or skills from Shift, with one person answering neither agree nor disagree.



Felt after attending they were inspired (or reinvigorated) to create change or action in their community, with 11.1% answering neither agree nor disagree.



Felt they would be more able to overcome difficulties in their life as a result of attending Shift.



Felt attending Shift gave them a sense of belonging to a community.



# COORDINATOR REFLECTIONS

Helping to shape Shift Hui into the safe, educational and supportive space it is known for was such an honour. Our theme for Shift Hui was our Rainbow Rangatira. It was really special to have Elizabeth Kerekere and Mani Mitchell attend Shift Hui in person. I think the support of the wider community creates a beautiful space for young people to be exactly who they are, and connected to their community; this saves lives. The experience of meeting other rainbow young people and adults shows our next generation how living as your authentic self is important and that we can grow up to be successful and loved for who we are. It was great to see how many rangatahi Māori attended Shift Hui, and that our tauwi rangatahi were respectfully engaging with Tikanga Māori throughout. My highlight was seeing lots of the young people dancing to Callum James and also engaging with the Gem Talks and Talent Shows with their special interests and talents. I appreciate that this might not be something that they can do in all spaces, so I felt very honoured to witness their truth.



**Kahu Tumai,**  
Shift Hui Coordinator 2023

Working as the Shift Hui Coordinator has been such a full circle moment for me. It has allowed me to see how much I have grown since I first attended Shift in 2016 as a rangatahi. For me, and I hope for others, Shift Hui this year was an overall very positive experience. With myself returning next year as Shift Hui Coordinator, my hope is that we can build off of the framework created this year to streamline the organisation process, and have a hui that runs much smoother, rather than starting from scratch as has happened over the past few years. Shift Hui is such an important kaupapa to so many people.



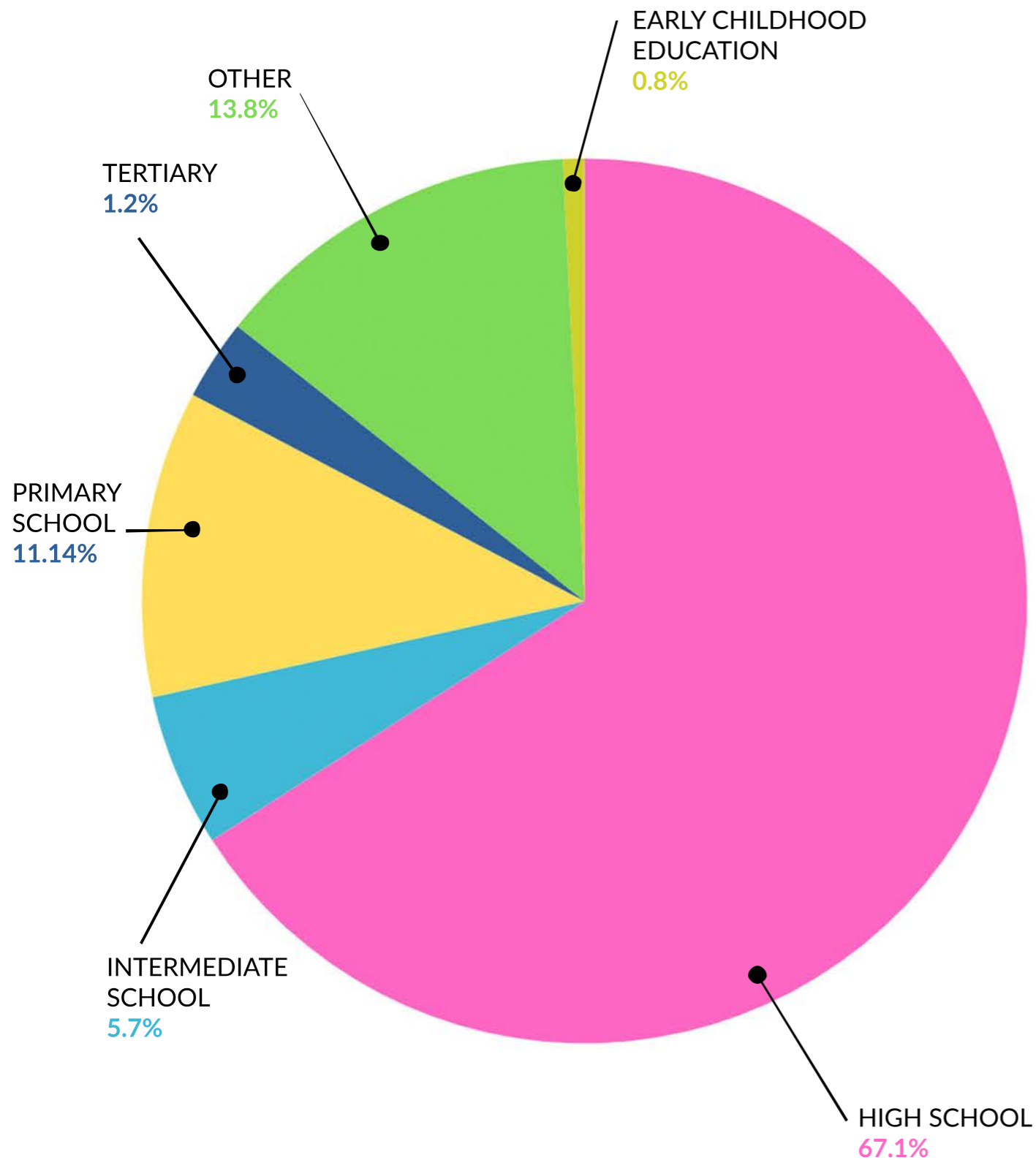
**Meihana Potiki-Grayling,**  
Shift Hui Coordinator 2024



# SCHOOLS' PRIDE WEEK AOTEAROA



# REGISTRATIONS BY SCHOOL TYPE



After the feedback last year around our Poho Kererū design, the team decided that it would make a fab t-shirt design to use for fundraising, as well as give us a product to promote at The Big Gay Out and Out in the City Pride events. We had t-shirts and tote bags made and to date they have been hugely popular!

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 is an incredibly important and valued part of making sure we understand the needs of our rangatahi. This year we made the initial group a bit larger than in previous years, and this helped ensure we had enough rangatahi attending the regular meetings. The highlight for this year's YAG was being interviewed for a RE News piece on Schools' Pride Week. Aroha, M and Adriana all spoke to journalist Janhavi Gosavi and the piece was published on June 30.

## Here is what the YAG members had to say about their experience in the group:

“Hearing other people's experiences. It's cool to find people with similar stories, and also to hear about the experiences of queer youth that may vary from those of the group I know in person. The diversity of this group is a large part of what allowed us to come up with valuable quotes and other ideas about pride week, in my opinion.

“The YAG is such a unique opportunity. As a student, having a bit of input into something as important as School's Pride Week proves that we can have a positive impact, and that the people organising this event really care about how their work impacts youth.

“At the end of 2023 I took on writing my first resource, centering on tackling disinformation and pre-bunking a lot of the rhetoric our schools have been facing over the past year. This was then integrated into the SPWA website and campaign emails and is a great resource to build off of next year.



## This resource contains:

- ✔ A list of resources for schools
- ✔ What Schools' Pride Week is
- ✔ What Schools' Pride Week is not
- ✔ Why we need Schools' Pride Week
- ✔ Professional Development suggestions for staff
- ✔ Legal obligations
- ✔ What to do when there is rainbow-focused, homophobic or transphobic bullying
- ✔ Providing support for victims of rainbow-focussed violence
- ✔ How to make an anti violence and bullying policy
- ✔ How to respond to questions from parents/community
- ✔ Frequent myths and lies about rainbow communities

This year the Schools' Pride Week website had a major overhaul. With a new logo, design assets and information across the board.

This year's SPWA poster and sticker was designed by Japanese New Zealand artist Ren Kishine who is an illustrator and creative based in Te Whanganui-a-Tara. It is a huge privilege for us to have Ren's incredible artistry uplifting the kaupapa of Schools' Pride Week 2024.

Our new SPWA logo was designed by Sam Timmings and will continue to be used going forward.

For the second year in a row we put together physical Pride Packs that were sent out to our regional school coordinators to distribute to schools in their area. The packs consisted of simple activity ideas, flags, stickers and bookmarks to help make celebrating Schools' Pride Week as easy as possible. They went down a treat and we had schools participate who wouldn't have otherwise.

For the second year in a row, our campaigns were protested by multiple groups including Family First NZ and Destiny Church. Nationwide protest action was encouraged and we witnessed multiple schools facing in person protesting outside their school gates, and organised email campaigns for those wishing to make their views known to the schools. We received a lot of feedback from schools however, who were determined to go ahead with their plans regardless of opposition.

**SCHOOLS'  
PRIDE WEEK  
AOTEAROA**

The school is a buzzing hive of positivity and love throughout the week (and beyond) because of the conversations being had and activities being done in class. The conversations are also making it home to the dinner table, we've had lots of parents come and talk to us about how awesome it is that we're teaching what we do.

It was really meaningful marking Pride Week. We got a lot of engagement with our activities and seeing students, teachers and the Senior Leadership Team talk openly about Pride was inspiring and I feel that we made members of the rainbow whānau feel more of a sense of belonging at the kura.

Yes, we had a few parents and community members push back, however, less than last year. It didn't stop us, or change any of our plans. I would never let negative people influence positive actions. I've been fighting this good fight for way too long to allow any negative people win in any way.

One rainbow staff member said they had never felt so affirmed.

We know there is some pushback, but the pushback

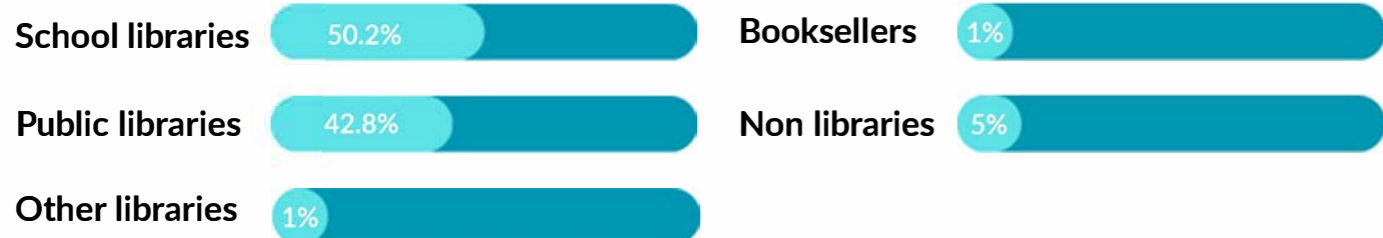
appears to be becoming less and less and not directed at us formally (more behind the scenes in the community).

This only strengthens our plans to support our Rainbow students and staff, but we are trying to take an educational approach to this and be accepting of others' rights to their beliefs and ways of being - as we expect from them.



# OUT ON THE SHELVES

## 201 unique signups



As part of the Out of the Shelves campaign in June each year, InsideOUT Kōaro runs a nationwide young rainbow storytelling competition. It aims to celebrate budding rainbow, takatāpui and MVPFAFF+ storytellers and to encourage them to share their work. This year was our seventh year of the Out on the Shelves campaign, and our second year running it for the entire month of June.

In 2024, we have decided to allow young storytellers to submit stories in a wider range of formats and mediums, including text, audio, graphics and video. We want our competition to better reflect the diverse ways we share stories with each other in Te Moana-nui-a-Kiwa. We also added an additional age category to cater to a wider range of young people that fall under the InsideOUT categorisation of youth.

### Age categories:

- Under 16
- 16 – 20
- 21- 27

### Storytelling categories:

Open (e.g. prose, short stories, essays, comics, zines, waiata)

Poetry (e.g. written, spoken-word)

Rainbow Māori and Pacific storytellers could also opt to have their work considered for the Māori and Pacific award category.

This year we had 52 entries, 10 of these were also entered into the Māori and Pasifika category, a 100% increase from last year.

Creative Storytelling was judged by Chelsea (from Alphabet Book Club), Poetry by Phoebe Robertson (poet and Editor of Salient magazine) and Māori by Sascha Stronach (Takatāpui Author.) And prizes included Prezzy Cards, Book vouchers (courtesy of @unitybookswgtn and @alphabetbookclub), Books (courtesy of Te Herenga Waka Press), Lego (courtesy of Lego NZ), Poho Kererū Merch, Publishing opportunities with @badapple.gay, The Sapling, @verb\_wellington and @maorilitblog.

# THE WINNERS

## Under 16 Poetry

Winner: Maybe in Another Life by Lily Ross  
Runner Up: Lipstick Tongue by Anon

## Under 16 Creative Storytelling

Winner: Button Eyes by AJ Fern  
Runner Up: How The Story Ends by Blue

## 16-20 Poetry

Winner: To the world I love and live by Ivy Lyden-Hancy  
Runner Up: Absurdist Zucchini Roadtrip by R. Forsyth

## 16-20 Creative Storytelling

Winner: Nick by Reid Landsberg  
Runner Up: Do You Remember the Story of the Taniwha? by Ivy Lyden-Hancy

## 21-27 Poetry

Winner: Protest by Theo Coles  
Runner Up: Snails by Lucien Rose

## 21-27 Creative Storytelling

Winner: Miseducation by Venice White  
Runner Up: Sword Dance by N L Harris

## Māori

Winner: Queer Friends ♥ by Aroha Witinitara  
Runner Up: Do you remember the stories of the taniwha? By Ivy Lyden-Hancy

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 37 entries.

School Library Winner: Rototuna High Schools  
Runner Up: James Hargest College

Public Library Winner: Dunedin Public Library  
Runner Up: Hillcrest Library





JUNE 2024

# OUT ON THE SHELVES

The Out on the Shelves rainbow reading campaign includes events, competitions and prizes for libraries and young rainbow writers.



[bit.ly/OOTSCampaign](https://bit.ly/OOTSCampaign)

## POSTER AND DESIGN WORK

This year we were very excited to work with takatāpui artist Anya Greenwood (@justawaimapuwitch). Their designs will be reused for the campaign going forward, and we are additionally hoping to use Anya to design the bookmarks for next year using some of their original concept art from this year's campaign.

Our new OOTS logo was designed by Sam Timmings and will continue to be used going forward.

Our Student LGBT group expressed gratitude to the library and all staff who supported School Pride; I know it meant a lot to those students to have staff openly involved.

Lots of students commented on the library being more colourful and gave positive feedback on the books on display.

OOTS went really well for us this year at the Panmure Library. We had more than triple the engagement with our book display than we have in previous years! Several rangatahi shared with me that they were able to find new books relevant to them and their rainbow journeys thanks to the fantastic online resources and bookmarks.

Parents who were uneasy about sending primary school students, citing religious reasons - fortunately this was a minority. I forwarded the feedback from OOTS to my colleagues and they replied that this was super useful for their communication with parents and SLT.

We definitely heard more students chatting about Rainbow books and expressing an interest in the display - almost all our bookmarks were snapped up and many of the display books were issued out across the month. It was also a good opportunity to chat about ideal books to add to our collection with teachers.

One of the girls said joyfully "Miss, I'm on a bookmark!" and was so happy to see herself represented. The bookmarks were so popular, I had to order more and students would ask everyday if they had arrived yet.



# 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 year the programme has been funded through Te Korowai Whetu, Tides Foundation, Rule Foundation, and a wider project through our membership with the Rainbow Violence Prevention Network and supports rainbow rangatahi to develop skills and knowledge to empower them to have safer, more respectful relationships with their partners, peers, whānau and communities.

This last year saw the pilot and evaluation of the online Aro ki te Hā programme. Across 2023/24, as a part of phase 2 we have run a total of 5 online 6-week programmes, and one in-person 6-week programme, servicing the needs of around 30 rangatahi. The feedback from the pilot programme was overwhelmingly positive, with reflections such as:

- All participants felt the programme would help rangatahi have safer, more respectful relationships.
- All participants expressed that they achieved their goals.
- Rangatahi feedback was overwhelmingly positive, with some taura reporting that they found the programme “life-changing”, “perfect”, “amazing” and “healing”

The pilot programme led way to the expansion of the kaupapa, and for the next year we’ll be delivering the wisdoms of Aro ki te Hā to rangatahi in a variety of ways including but not limited to: new resources, noho wānanga, and two-day regional workshops.

We delivered three standalone workshops in Tāmaki Makaurau during Auckland’s Pride festival, as part of a collaboration with the crew from Pride Fest Out West, as well as staff from Tāmaki’s Community Action on Youth and Drugs (CAYAD). These saw us connecting with a number of rangatahi, and building stable and enduring relationships with services across West Auckland.

As a part of our resource expansion plan for the year ahead we have re-invented the reflective journal, and begun work on establishing a base of resources for young people, families, communities and professionals working across youth spaces/healthcare/violence services. This planning phase included outlining our approach to rangatahi consultation so that young people’s voices are front and centre for any and all mahi done.

We planned our first noho wānanga, with plans to run two across 2024/25. These wānanga will see us bringing rangatahi between 16-25 together, once in Kirikiriroa, and once in Ōtautahi to explore the depths of relationships, ā marae. Aro ki te Hā was, and always will be, born out of the knowledge and understandings shared from within Black, brown and indigenous communities. Knowledge and understanding of the root causes of violence, and ways to disrupt violence. Bringing this kaupapa home to the marae was always the aspiration, and it’s a significant achievement of every single contributor to the kaupapa that we are able to actualise these dreams.

We delivered consultation and advice to a variety of services, and built relationships across the community, further expanding upon our position in, and contribution to, the violence prevention sector. Largely, we supported the development of various frameworks and guidelines under development with Te Puna Aonui, supporting the alignment of community resources and activity with the National Strategy for Eliminating Family Violence and Sexual Violence.



# OUR VOLUNTEER PROGRAMME

InsideOUT's volunteer programme has taken the approach of slow and steady over the 2023/2024 period! The number of inducted volunteers has stayed pretty consistent at 148, with the new inductions being balanced by outgoing volunteers moving away, changing capacity levels, or ageing out.

Some of the opportunities that volunteers helped out with were the reoccurring bookmark packing/sorting for our annual Out on the Shelves campaign; Out on the Shelves formatting for the writing competition; helping out with SpeakOUT (editing, recording/co-hosting, transcription); resource packing; and helping at our Out in the City and Big Gay Out stalls.

Some of the other tasks involved a group of volunteers giving feedback on a framework for Te Pou; a number of volunteers helping out at our Broccoli x Queer Joy exhibit; holding our stall at a Wellington Phoenix Football game; and coming to the Youth Week launch.

We also had volunteer support in a range of roles during our Be Iconic: Pre- Youth Ball Gender Affirming Makeup event, with volunteers outside our usual programme supporting in makeup and photography.

I'm also delighted that two of our volunteers have moved into board positions! Massive appreciation for Kiefer and Adriana stepping up and helping InsideOUT in a new and exciting way!

InsideOUT's work would not be possible without the generous time, effort, aroha, and mahi from our volunteers. I'd like to offer my sincere gratitude to every single one of our volunteers who contributed their time to supporting us as an organisation. Our organisation truly would not be able to support rainbow rangatahi in the ways that we do without the support of our volunteers.

Ngā mihi nunui ki a tūao rōpū o InsideOUT Kōaro!

**Riwhi Kenny**  
Volunteer and Community Engagement Coordinator



# OUR EVENTS



## BROCCOLI X QUEER JOY EXHIBITION

Broccoli x Queer Joy was an art exhibition organised by InsideOUT Kōaro that highlighted artwork from queer practitioners across generations with a unifying theme of broccoli; a symbol of queer joy.

The past year has been a difficult time for rainbow communities. With transphobia and online hate speech continuing to rise, we are seeking to create a space of joy and silliness that encourages rainbow people to find joy in their identities and their community, using art as a vehicle for expression. Over the last year, our team at InsideOUT Kōaro embraced broccoli as a symbol of queer joy, helping us through the challenging times. Our intention was that our art exhibition would help create and spread that joy to others, while also providing a platform for queer artists to show their works.

Broccoli X Queer Joy also invited rainbow communities to explore their rainbow histories. The broccoli emblem alludes to a common story that suggests Sappho, a Greek poet well known for writing love poems for women, wrote poems about gifting broccoli to women she was attracted to. Whilst there is no definitive proof of broccoli being used in this way, the story encourages rainbow communities to look into our history and connect with our queer ancestors. Alongside this, the story of broccoli also highlights the erasure of queer history and the difficulty of ever truly knowing the stories of our queer ancestors, making it even more important for Broccoli X Queer Joy to focus on celebrating community and visibility.

The exhibition had 40+ submissions from 30 community members displayed at Thistle Hall along with a community wall for visitors to draw and write down what "Queer Joy" meant for them, as well as materials and space for people to create and leave broccoli related drawings.

Two community workshops were held in the lead up to the exhibition, one in December and one



in January where we provided art materials, kai, and space to create green and rainbow works to submit. These workshops had around 8 participants each of members from the rainbow community. We welcomed 333 visitors through the doors of Thistle Hall to experience the exhibition over six days during Wellington Pride Festival.

We gained some lovely feedback from the participating artists, who for many was their first time submitting their work for a public exhibition. They appreciated being able to have space to create art about being queer in a joyous way with a fun theme to match it to. Feedback also included appreciating that they could be part of a project alongside InsideOUT as they fall outside of the age bracket for many of our volunteering and other projects, so were happy to be part of something we created together.

## OUR PRIDE FESTIVAL INVOLVEMENT

InsideOUT Kōaro had the opportunity to take part in a few different events across the Auckland and Wellington Pride Festivals this year. Our stall at Big Gay Out 2024 in Tāmaki Makaurau was a big success. Our team ran a raffle, sold our fundraising merchandise, and promoted our resources and services. The raffle was a great opportunity for fundraising via One Good Kiwi with prize packs that included donated books and LEGO sets plus our stickers and a tote bag. It was a fun, energetic and sweltering day at Coyle Park which was made possible by our staff and volunteers helping out throughout the day.



Just a week later, we launched into the Wellington Pride Festival starting with the Youth Ball on the 8th of March. In collaboration with Rainbow YOUTH's Wellington Regional Coordinator with some funding from Rainbow Wellington, we hosted Be Iconic, a pre-ball gender affirming makeup event for young people going to the ball to have a safe and comfortable space to hang out and get ready for the ball. Be Iconic came together with the support from local Pōneke drag performers with makeup expertise, a community wardrobe, headshots by a professional photographer and a plethora of snacks. From there, our staff chaperoned the young people on the chartered bus going to the Youth Ball in Porirua. We supported the Youth Ball with our staff being present to supervise and be present for any youth attendees who may need support, before chaperoning the young people back on the bus returning to Pōneke. The Youth Ball was such a fun and vibrant evening with rangatahi able to be themselves, make friends and have a dance with other young people.

The very next day we took part in the Wellington Pride Festival hikoī on the 9th of March. We marched with staff and volunteers carrying our InsideOUT banner and a large sign reading "None of us are free until all of us are free". We marched from Civic Square to parliament in solidarity with the kaupapa of the hikoī: Mana Takatāpui, Free Palestine and Toitū Te Tiriti. It was a powerful hikoī that it was an honour to be part of, followed by hearing speeches at parliament where our Managing Director spoke about the challenges rainbow communities face under the current government and how people can get involved or support. The following week, InsideOUT was at Out in the City in the Michael Fowler Centre. We had our stall set up again to promote our services and fundraise via donations and merchandise. This coincided with the end of our Broccoli x Queer Joy exhibition and marked the end of a very busy pride season for us.







## ADVOCACY

Advocacy always plays a strong role in InsideOUT’s work, taking the form of submissions to government, meetings with Ministers and government officials, and spreading awareness about issues and advocacy opportunities facing our communities through our communication channels. Some of the advocacy work we did over the past year included:

- Supporting Actionstation’s ‘Triple the Vote’ campaign and the Election ‘23 Rainbow Issues Webinar.
- Communications on topics such as the right to access gender affirming healthcare and trans inclusion in sport.
- Supported submissions to government, largely in collaboration with the Rainbow Support Collective on the Safer Online Services and Media Platforms Bill, Fast Track Approvals Bill, Pae Ora (Healthy Futures) Bill, Electoral (Lowering Voting Age for Local Elections and Polls) Legislation Bill, Independent Electoral Review. The Rainbow Support Collective also collaborated on a key election issues document and met with various political party representatives in the lead up to the election to draw attention to key rainbow issues.

- Met regularly with government representatives, including monthly meetings with the Ministry of Education to collaborate and progress work towards rainbow inclusive schools, and meeting with the current Minister of Education to advocate for retaining inclusive relationships and sexuality education and furthering positive outcomes for rainbow ākonga.
- Staff supported advisory groups such as for Te Kāhui Uenuku Rainbow Conference, hosted by the Human Rights Commission and advised on social policy such as Wellington City Council’s Sexual Violence Action Plan.

Going forward we are committed to maintaining strong advocacy for our communities, particularly in the areas of inclusive relationships and sexuality education and trans inclusion in sport which are under threat from the National-ACT-New Zealand First coalition agreement.





# THANKING OUR FUNDERS

## Grant Acknowledgment

Thank you to these funders for supporting our work between July 2023 and June 2024

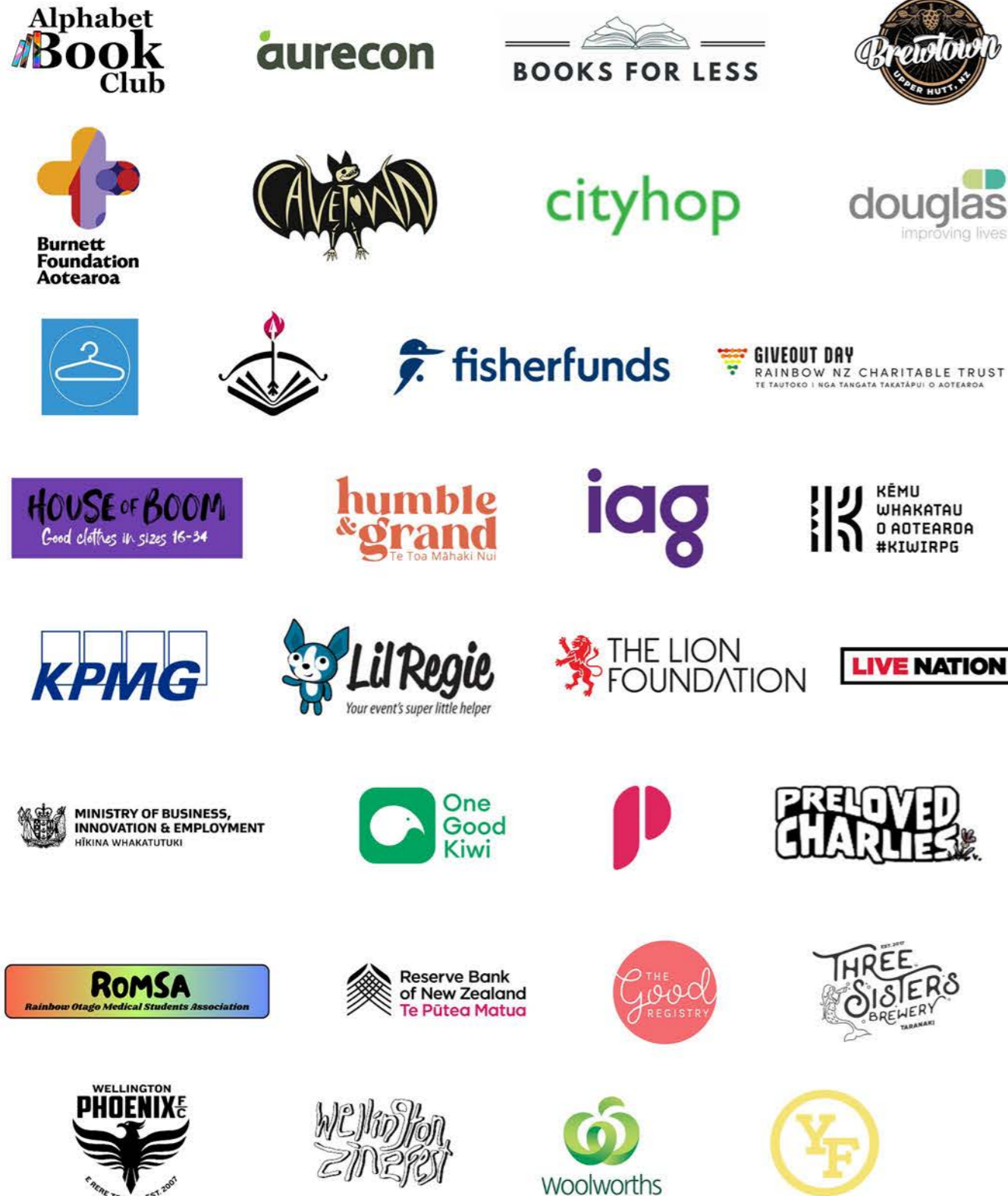
Funder	Areas of Work
Bay Trust	Regional school coordination in Bay of Plenty/Te Moana a Toi
COGS: Aoraki, Auckland City, Canterbury Rural, Coastal Otago/Waitaki, Far North, Hutt Valley, Kahungunu ki Heretaunga, Manawatū/Horowhenua, Manukau, Nelson Bays, North Taranaki, Papakura/Franklin, South Taranaki, Tamatea/Tamaki-nui-a-rua, Tauranga Moana, Wairarapa, Waitakere City, Wellington, West Coast, Whanganui/Waimarino/Rangitikei, Whangarei/Kaipara, Whitireia	Regional school coordination and expenses
Eastern & Central Community Trust: Grassroots Fund	Regional school coordination in Te Tairāwhiti/Gisborne and Hawkes Bay
Foundation North	Regional school coordination in Tāmaki Makaurau/Auckland and Te Tai Tokerau/Northland
InternetNZ Web Accessibility Grant	Accessibility audit of insideout.org.nz website
Lotteries	Operational Expenses
MaLGRA	Supporting zinemaking and D&d workshops during Palmerston North Pride
Ministry of Youth Development	Shift Hui and Youth Development programmes
Nikau Foundation	Office Rental Expenses
Otago Community Trust	Sponsorship to support rangatahi from Otago to attend Shift Hui and regional

Funder	Areas of Work
Rainbow Charitable Trust New Zealand	Out on the Shelves and Schools Pride Week Aotearoa
Rainbow Wellington	Be Iconic and stall sponsorship for Wellington Pride Festival
Rātā Foundation	Regional school coordination in Waitaha/Canterbury
Rule Foundation: Rainbow Wellbeing Legacy Fund	Aro ki te Hā (Respectful Relationships Programme) and sponsorship to support rangatahi from Te Tai Tokerau to attend Shift Hui
Te Korowai Whetu Social Cohesion	Aro ki te Hā (Respectful Relationships Programme)
Te Puna Aonui	Rainbow Violence Prevention Network
Te Whatu Ora	Advancing Rainbow Competency Training and Rainbow Ākonga Wellbeing (nationwide school services)
Tides Foundation	Aro ki te Hā (Respectful Relationships Programme)
Tindall Foundation	Nationwide Schools Services delivery
Wayne Francis Charitable Trust	Regional school coordination in Waitaha/Canterbury
Wellington City Council: Community Venue Assistance	Office Rental Expenses
Wellington City Council: Creative Communities Scheme	Broccoli x Queer Joy community art exhibition
Wellington City Council: Social and Recreation Fund	Volunteer programme



# 2023/24 SPONSORS, DONORS AND FUNDRAISERS

## ORGANISATIONS/BUSINESSES



## FUNDERS





# 2023/24 SPONSORS, DONORS AND FUNDRAISERS

## Organisations/Businesses

Alphabet Book Club • Aurecon • Booksforless • Brewtown Promotions • Burnett Foundation Aotearoa - Sweat With Pride 2024 • Cafe Queen Waiuku • Cavetown • Cityhop • Douglas Pharmacy • Every Body's Clothes Swap • Fabled Co on behalf of Mel Harding-Shaw • Fisher Funds • G&W Solutions • GiveOUT Day 2023 • House of Boom • Humble & Grand • IAG • KiwiRPG for RVPN • KPMG • Lil Regie Ltd. • Lion Foundation • Live Nation Australasia • MBIE • One Good Kiwi • Payve • Preloved Charlies • Rainbow Otago Medical Students Association • RBNZ • The Good Registry • Three Sisters • Brewing • Wellington Phoenix • Wellington Zinefest • Woolworths • Yellow Fever •

## Individuals

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

## Schools

Chilton St James • Hillmorton High School • Howick College • Kapiti College • Kuranui College • Lincoln High School • Long Bay College • Macleans College • Manurewa High School • Marlborough Girls' College • Naenae Intermediate • Papatoetoe High School • St Kentigern • Takapuna Grammar School • Tawa College • Te Aroha College • Upper Hutt College • Waimea College • Wellington High School • Western Heights High School • Whenuapai 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](https://insideout.org.nz) to learn more about our mahi and how to support it through donating, fundraising or volunteering.







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