

### Te Pūtake: Our Purpose

InsideOUT Kōaro exists to ensure that rainbow & takatāpui rangatahi experience safety, belonging, and the freedom to thrive in Aotearoa, New Zealand.

### Whakapapa | History

InsideOUT began in 2011 as OSA Network Aotearoa, a youth-led movement seeking safer and more inclusive spaces for our rainbow and takatāpui rangatahi communities. As we grew, so did our kaupapa, and in 2015 we transitioned to InsideOUT Kōaro to reflect our new identity.

In te reo Māori, kōaro speaks to transformation from within and is also the name of a native freshwater fish known for its resilience, swimming against strong currents and thriving where others cannot. Like the kōaro, rainbow and takatāpui rangatahi move between worlds with courage and strength. This is reflected in our guiding whakataukī, *Tatū ki roto, tatū ki waho, be at ease within, be at ease without.*

Together, this whakapapa and purpose shape our strategy for the future, strengthening who we are on the inside so rainbow and takatāpui rangatahi can stand confidently within themselves, their whānau, their schools, and their communities.

Being Good Ancestors | Include & Empower  
Thriving Inside and Out | Responsible & Resilient  
Creating a Vibrant Presence | Bold & Brave  
Channeling Community Wisdom | Knowledge & Experience

### Te Moemoeā: Our Vision

Rainbow rangatahi are free to thrive in Aotearoa, New Zealand.

### Our Values



#### Rangatahitanga:

Centring youth voice and lived experience



#### Kaitiakitanga:

Strengthening our rainbow and takatāpui communities



#### Manaakitanga:

Leading with care, connection, and inclusion



#### Rangatiratanga:

Growing leadership, autonomy, and collective influence



## Ngā Pou | Strategic Pillars

### 1.0 Being Good Ancestors

Include & Empower

### 2.0 Thriving Inside & Out

Responsible & Resilient

### 3.0 Creating a Vibrant Presence

Bold & Brave

### 4.0 Channeling Community Wisdom

Knowledge & Experience

## Ngā Rautaki | Strategic Objectives | Success Statements

**1.1** Ensure our practice is shaped by rainbow and takatāpui rangatahi from diverse communities.

*Rainbow, takatāpui & MVPFAFF+ young people experience support that meets their needs.*

**1.2** Embed culturally grounded, evidence-informed practice guided by Te Tiriti o Waitangi that reflects the diversity of our communities.

*Our practice is culturally grounded, accessible, evidence-informed, and guided by Te Tiriti, with Māori leadership influencing decision-making.*

**2.1** Maintain diversified and resilient revenue streams with sustainable systems.

*Diversified and resilient revenue streams provide long-term financial stability, supported by effective systems and infrastructure.*

**2.2** Develop and retain highly capable kaimahi in a connected and values-driven culture.

*Our kaimahi are highly capable, well-supported, and engaged in a workplace culture that fosters and promotes care, accountability, and hauora.*

**3.1** Amplify rainbow & takatāpui voices through media, storytelling, and advocacy, shaping national conversations and policy.

*Rainbow & takatāpui voices influence policy and public attitudes, driving equitable resource allocation and improved wellbeing for rainbow and takatāpui young people.*

**3.2** Increase awareness and accessibility of services and education that improve wellbeing and support for rainbow & takatāpui rangatahi.

*Whānau, allies, schools, and workforces know where to turn for support.*

**4.1** Build the capability of communities and workforces to create safer, more inclusive environments for rainbow and takatāpui rangatahi.

*Whānau, allies, school staff, and workforces are equipped with the knowledge, skills, and confidence to create safer, more inclusive environments for rainbow and takatāpui.*

**4.2** Create affirming opportunities that enable rainbow and takatāpui rangatahi to connect, build confidence, and achieve their goals.

*Rainbow and takatāpui rangatahi experience affirming opportunities to connect, thrive, and pursue their goals.*

## Ngā Hua | Outcomes

Our practice is culturally grounded and youth centred.

We are a resilient organisation delivering long-term impact.

Our visible national impact normalises difference and makes Aotearoa a better place to live.

Whānau, communities, and workforces are equipped to create environments where rainbow and takatāpui rangatahi are safe and belong.

