

# RAINBOW YOUTH

ANNUAL REPORT 2023



# TABLE OF CONTENTS

05	TRIBUTE TO ANGUS
07	MESSAGE FROM ED
09	WHO ARE WE
13	OUR TEAM
21	OUR IMPACT
29	OUR DONORS
35	AGM MINUTES



# IN LOVING MEMORY: HONORING THE LEGACY OF ANGUS

It is with heavy hearts and deep sorrow that we come together to pay tribute to a beloved colleague, Angus, whose presence illuminated our lives and whose impact on our community will forever be cherished.

Angus was more than just a colleague; they were a beacon of compassion, empathy, and unwavering support for LGBTQIA youth in Dunedin. As a peer support worker, they dedicated themselves wholeheartedly to creating safe spaces, offering guidance, and instilling hope in those who needed it most.

Their commitment to the LGBTQIA community was unparalleled, and their passion for advocacy and inclusion touched the lives of countless young people. Through their tireless efforts, they provided a listening ear, a shoulder to lean on, and a voice of encouragement to those navigating the complexities of identity and acceptance.

Angus embodied the true essence of empathy and understanding. They approached their work with humility, kindness, and an unwavering dedication to uplifting others. Their impact extended far beyond the walls of our organization, leaving an indelible mark on the hearts and minds of all who had the privilege of knowing them.

In the wake of Angus's passing, we are reminded of the profound legacy they leave behind—a legacy of love, acceptance, and unwavering support.

Though they may no longer be with us in person, their spirit will continue to guide and inspire us in our ongoing mission to create a more inclusive and compassionate world for LGBTQIA youth.

To Angus, we offer our deepest gratitude for the light you brought into our lives and the lives of so many others. You will be dearly missed, but your legacy will live on in the hearts of those you touched.

May you rest in peace, dear friend, knowing that your kindness and compassion have made a lasting impact on the world.

With love and remembrance,

RainbowYOUTH Team.





# MESSAGE FROM OUR EXECUTIVE DIRECTOR

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Kia ora koutou,

The past twelve months have been a period of tremendous challenges, resilience, and profound loss, but also one of unwavering dedication and remarkable achievements. In the face of adversity, we have emerged stronger, and more determined than ever to serve rainbow communities across the motu.

Our journey began last June with an unimaginable tragedy—the loss of our Support Worker in Ōtepoti / Dunedin, Angus Tahere-Hayes. Anybody who was lucky enough to meet Angus can vouch for their consistent passion for our kaupapa, their level of critical analysis and insight, their gifted way with words and cheeky jokes, and their heart of pure gold.

Angus joined the RY whānau only a few months prior in January 2022, but in that short time, they were able to provide exceptional support to rainbow young people in Ōtepoti, establish our presence in the region, build sustaining relationships with services, and make significant progress towards establishing a takatāpui support group and retreat for young people in Ōtepoti. The loss of Angus has left the RY team and our wider communities with a hole in our hearts we will never be able to fill.

Four days later, we suffered an arson attack on our beloved Tauranga drop-in centre. This act of violence shook us to our core, as we witnessed a space that provided solace and support to many young people reduced to ashes. But even amongst the despair, our resolve remained unshaken. We rallied together, fuelled by our collective determination to rebuild and reclaim a safe haven for our communities. Our first step to achieving this was to put an organisational hiatus in place, allowing our staff and wider communities to grieve these losses.

In these tumultuous times, it seems as though violence and hatred are lurking around every corner. Our communities face relentless challenges, battling against discrimination, violence, and systemic inequalities. Regardless of the immense challenges we face, we remained focused on providing support and empowerment to the rainbow young people we are here to help.

We're proud to report that despite the hardships we have faced, we have managed to support over 4000 young people through our social groups, 1:1 support services and drop in centres in Auckland, Northland, Taranaki, Tauranga and Wellington. None of this would have been possible without the extraordinary

efforts of our 24 incredible staff members, who have gone above and beyond to create a safe and nurturing environment for our communities. 2022 saw the start of our biggest government contract to date with Te Whatu Ora, allowing us to add four additional support worker roles to our support team. With the increase in our capacity to deliver 1:1 support services, we saw a need for building our internal structures and capabilities to ensure our staff and communities are well supported.

We did this through the implementation of our support service safety review, which saw the beginnings of us creating more robust policies, procedures and an internal training programme and manual.

Additionally, we introduced a General Manager role to our senior leadership team, allowing more capacity and capability for our Executive Director to focus on strategic projects. We also added extra roles to our Engagement Team, with an annual plan focused on increasing our presence and visibility in non-rainbow spaces.

eWe've also been working hard on our data collection and evaluation methods, making sure we're able to effectively communicate the impact that RainbowYOUTH's services have on rainbow communities in Aotearoa.

Once again, we want to acknowledge the hard work and dedication we see everyday from the staff and volunteers at RainbowYOUTH - none of this would be possible without their efforts. We also want to thank every single person who reached out and offered us support in the last twelve months - your awahi and aroha has allowed us to keep going even when times feel too tough.

With your continued support, we are one step closer towards creating an Aotearoa where rainbow young people are not just surviving, but thriving.

Ngā mihi maioha,

Pooja Subramanian

Executive Director at RainbowYOUTH





# WHO ARE WE



## WHO WE ARE

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RainbowYOUTH is a charitable organisation that was established in 1989. We are here to work with queer, gender diverse, takatāpui and intersex youth, their friends, whānau and wider communities to ensure Aotearoa is a place where all young people can thrive.

Our mission is to create social change in Aotearoa by providing support, information and advocacy for queer, gender diverse, takatāpui and intersex youth, their friends, whānau, and wider communities.

## OUR VALUES

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### Proactively and respectfully honouring Te Tiriti o Waitangi

As the founding document, we recognise the importance of honouring Te Tiriti, and are incorporating this into our kaupapa, our work and our organisation.

### Affirming and empowering young people from all walks of life

We affirm and empower young people of all abilities, religions, countries, communities and backgrounds.

### Young people determine their journey

We know that young people are the experts when it comes to what they need and want, and we create the space for them to make that happen.

### Strengths-based advocacy

We know that our young people are brave, resilient, courageous, generous, and so many other great things. We advocate for and with them by focusing on those strengths.

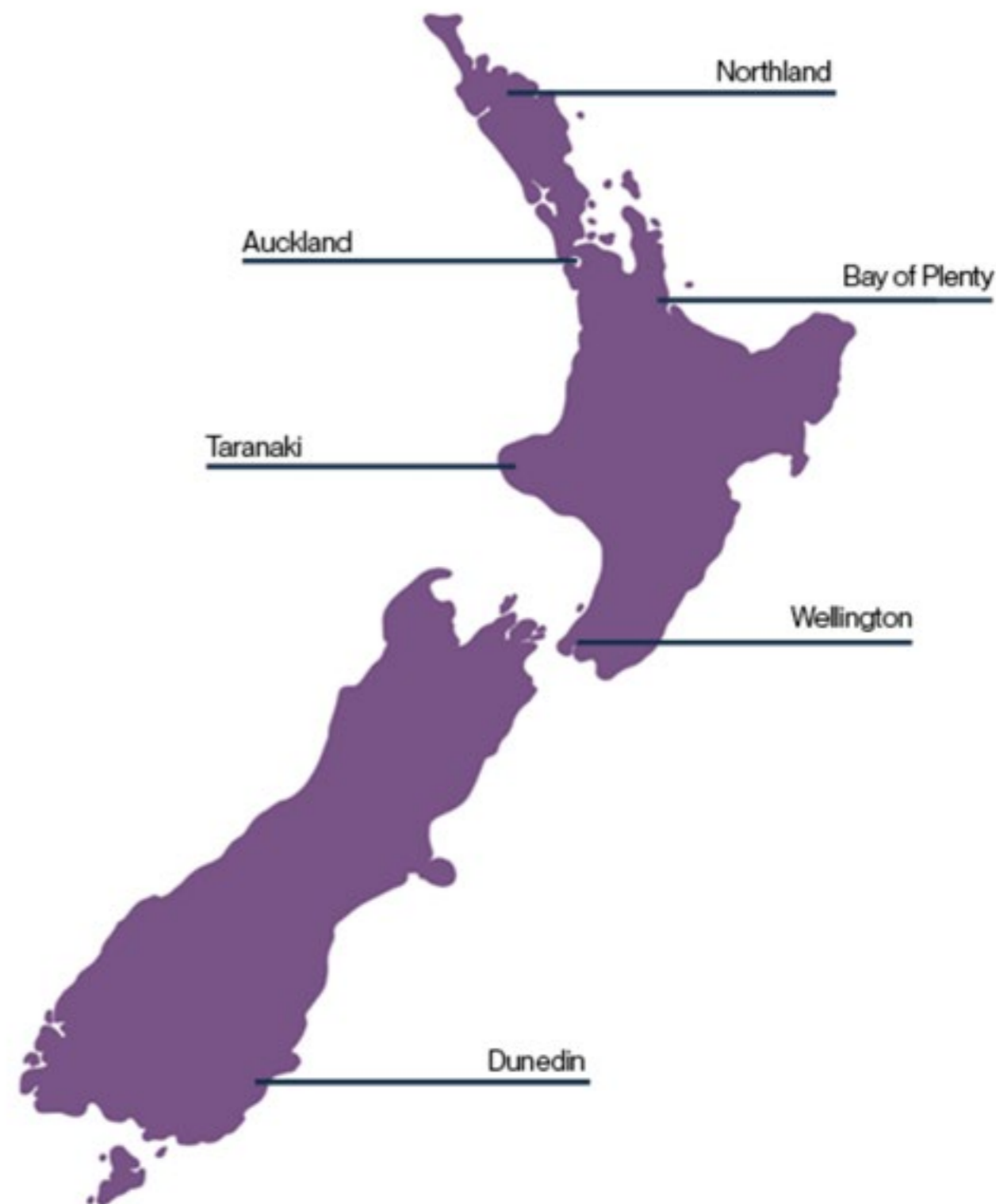
### For youth, by youth

Our services, groups, events and organisation are made for youth, and are led by youth.



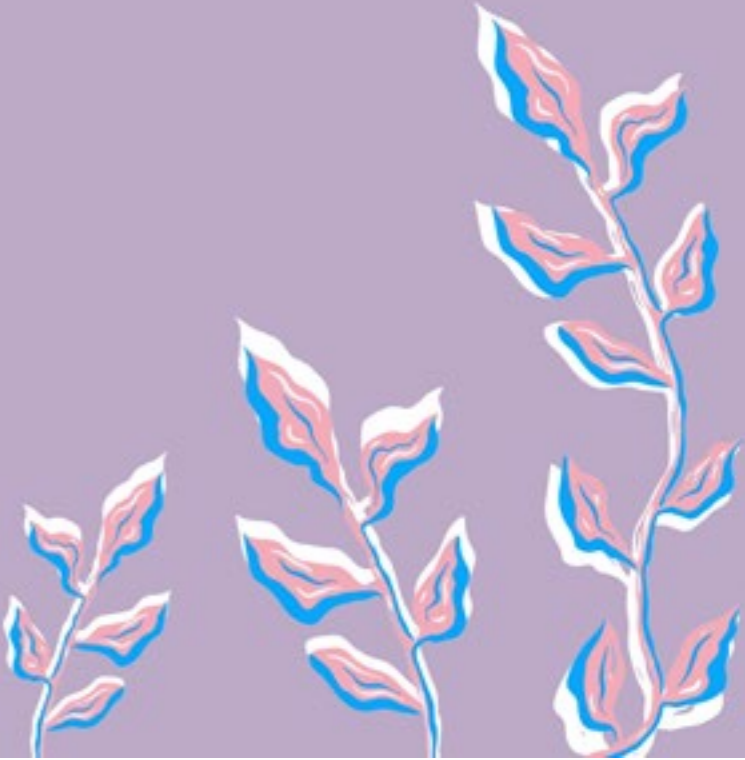
## WHERE ARE WE?

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Our support workers can provide face to face support in Auckland, Bay of Plenty, Wellington, Northland & Taranaki and online everywhere else in Aotearoa.

# OUR TEAM





# EXECUTIVE BOARD



Kauri Tearaura  
Co Chair - December



Sharnay Cocup Hughes  
Co-Chairperson



Anahera Foley-Paama  
Treasurer



Shaneel Lal  
Member - October 2023



Quack Pirihi  
General Board Member



Josh McCormack  
Member - November  
2023



Katsuki Kurimasa  
Member after November  
2023



Milly Hampton  
Member after October  
2023



Jessica Dellabarca  
Secretary - December  
2022

# MĀORI BOARD



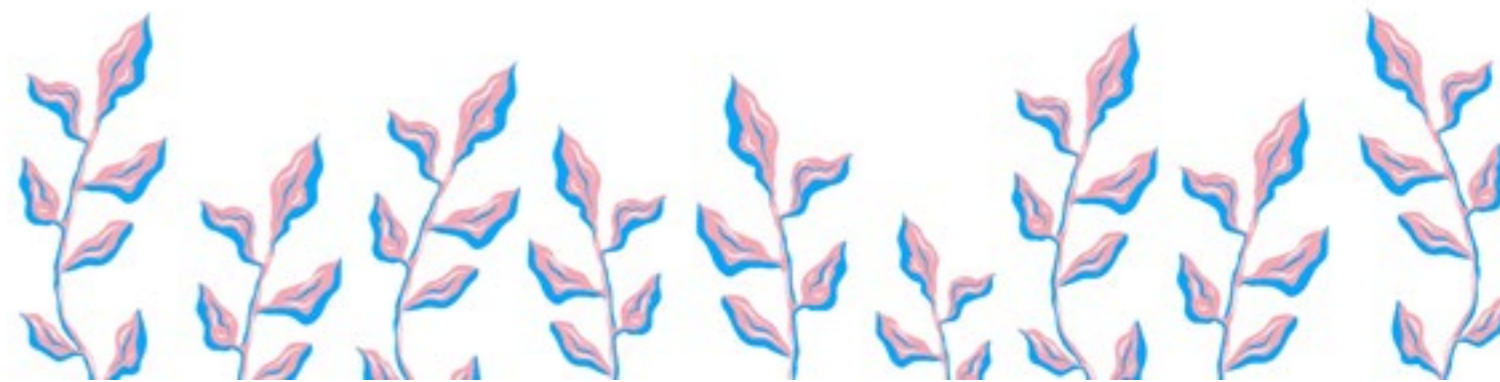
Luke Orbell  
Kaihautūtanga



Israel Katene  
Kaihautūtanga



Hāmiora Bailey  
Kaitiaki Putea





# OUR STAFF

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**Pooja Subramanian**  
Executive Director



**Petazae Thoms**  
General Manager



**Meghan Collins**  
Communications Manager



**Lucy Noonan**  
Fundraising Manager



**Lee Grabarek**  
Auckland Support Manager



**Neihana Gordon-Stables**  
Community Engagement  
Coordinator



**Basil Kim**  
Auckland Support Worker



**Kane Weatherup**  
Auckland Email & Support  
Worker



**Presley Ziogas**  
Housing Support Coordinator

# OUR STAFF

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**Amber Gribble**  
Auckland Support Manager



**Storm Harris - Studdart**  
National Support Manager



**Ben Black**  
BOP Regional Manager



**Ary Jansen**  
Trans Peer Support Worker



**Leanne Fry**  
Bay of Plenty Regional  
Coordinator



**Wesley Milne**  
Taranaki Regional Coordinator



**Sella Vaoliko**  
Wellington Regional Coordinator



**Manda Wilson**  
Engagement Coordinator



**Katty Mayo**  
Community Liaison

# OUR STAFF

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**Chelle Andrews**  
Admin Coordinator



**Ally Wilson**  
Grants Coordinator



**Kaia Billaney**  
Fundraising Coordinator



**Sydney Heremaia**  
Northland Regional Coordinator



**Huia Bramley**  
Hauora & Practice Advisor



**Ben Andrews**  
Taranaki Support Worker



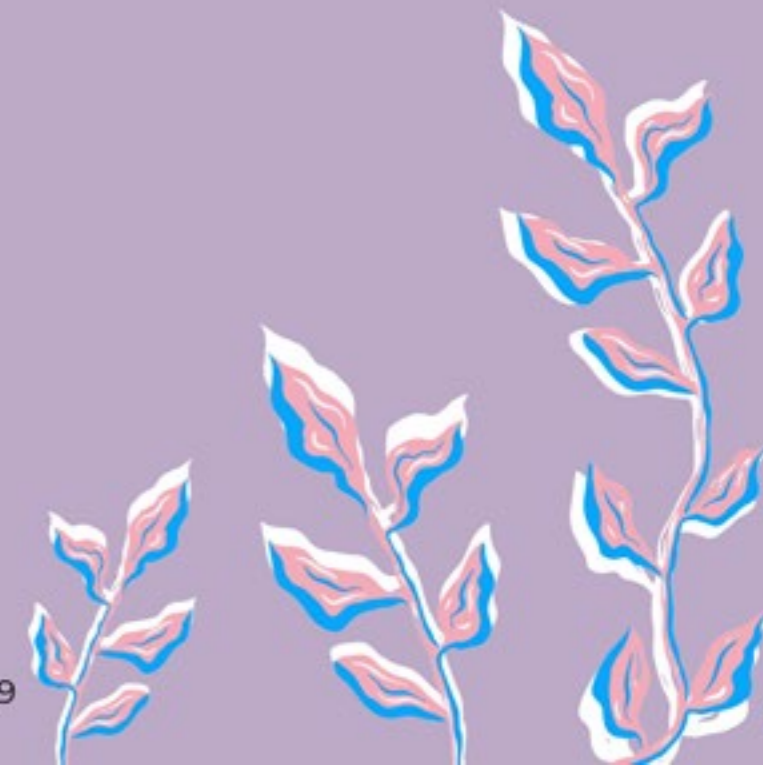
**Gabe Wright**  
Auckland Support Worker



**Indi Pathirana**  
Communications Coordinator

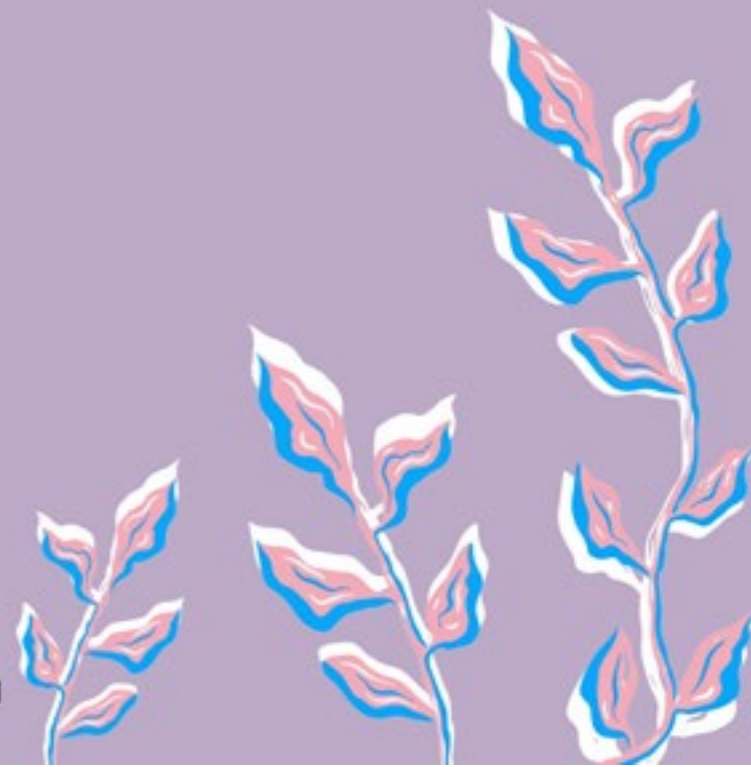


**Angus Tahere-Hayes**  
Dunedin Peer Support Worker





# OUR IMPACT



# YOUNG PEOPLE WE SUPPORTED

"It's been a really helpful way to talk about important issues, both personal and general, in mutually supportive and generally constructive fashion within a transgender context... The facilitators were amazing, [the support worker] was very proactive and supportive, engaging with me regarding the issue at length and probably finished work considerably later than they usually would."

"I loved...outdoorsy stuff with other queer folk so it wasn't shameful or embarrassed"

- Young Person at Camp

Absolutely loved how supportive, communicative and encouraging everyone was, especially in activities that not everyone was comfortable with"

- Young Person at Camp

"I loved... sense of community/safeness whilst amongst other queer individuals"

- Young Person at Camp



# FACILITATOR HUI - PORIRUA

Ngaruru Kahukura ki Pōneke 2022 was a wonderful experience. As the first facilitation hui I attended, it was so valuable to watch our staff come together and deliver such well-rounded content relevant to facilitation. I feel visiting Te Papa around the time of Matariki and exploring Te Tiriti o Waitangi there and the evening talanoa enhanced the attendees learning in regards to indigeneity. The rangatahi attending appeared to gain a lot from all elements of this hui, becoming increasingly invested in conversations as we progressed through the workshops. It was all round a fantastic few days, elevated by some beautiful Marae sunsets!

- Gabe, RY Staff

I had an amazing time at the 2022 facilitation hui! Rainbowyouth and it's staff held an open, comfortable space. The marae stay was wonderful and I learnt so many new things and heard so many perspectives as well as the fundamentals of youth work and the code of ethics. The experience set me up to thrive as a facilitator.

- Jasper (GQ Facilitator)



The 2022 facilitator hui was really fun. Along with it really opening my eyes up to the many different ways people and cultures work together in New Zealand it was a really good experience and way to meet new people.

- Luke (Q4S Facilitator)



# DRESS WITH PRIDE

"Dress with Pride" was a resounding success, having provided a joyful and empowering space for LGBT youth to prepare for the Pride march. At the event, attendees enjoyed access to a variety of amenities, including a free makeup station, stylish clothing options, delicious food, and vibrant face painting. The sign making station allowed participants to craft personalized messages of unity and affirmation. More than just a pre-march pit stop, "Dress with Pride" fostered a sense of community and acceptance, ensuring that every young person felt supported and celebrated as they geared up to march with pride.

Our gender-affirming wardrobe was generously provided by Koha Apparel, who curated a special selection of high-quality items exclusively for our event. Their thoughtful delivery ensured that our participants had access to clothing that truly resonated with their identities. Dedicated volunteers from Koha Apparel were on hand to assist our young people as they explored the wardrobe, offering personalized support and guidance. In addition, we created comfortable changing rooms where individuals could freely experiment with clothing styles they might not feel comfortable trying elsewhere. Thanks to Koha Apparel's support and our inclusive environment, attendees could confidently express themselves as they prepared for the Pride march.

Our makeup station provided a platform for self-expression and empowerment, where skilled volunteers catered to individual styles and preferences.



Amidst a backdrop of acceptance and understanding, attendees explored the transformative power of makeup, embracing their authentic selves with confidence and joy. The makeup station served not only as a beauty hub but also as a symbol of support and affirmation for all members of the LGBT community, fostering a sense of belonging and pride.

We were delighted to host a skilled face painter who transformed our young participants with stunning and intricate designs. From vibrant pride flag-inspired creations to personalised works of art, each masterpiece was a testament to the individuality and pride of our attendees. Their beautifully painted faces became a canvas for self-expression, adding an extra touch of flair and unity as they prepared to shine at the march.

Our sign-making station at the "Dress with Pride" event was a hub of creativity and expression, providing a platform for LGBT youth to craft personalized messages of empowerment and unity. It was a moment of community coming together, celebrating diversity, and amplifying voices that refuse to be silenced.

"Dress with Pride" brought joy and unity to LGBT youth, providing a vibrant space to prepare for the Pride march together.





# QUEER CAMP TARANAKI

**What were the main goals and achievements of queer camp? How many people came, and from where?**

Queer Camp was created to bring together our Taranaki rangatahi, celebrate queer joy and to just have fun. We wanted to encourage rangatahi to push themselves and try new things too so we did activity like rock climbing, flying kiwi and team building challenges, everyone encouraged and reassured each other as we all tried our best. We know that a lot of our rangatahi can't get to physical rainbow community/spaces as our region is disconnected so having 4 days together was epic.

We had 10 rangatahi attend, 5 from New Plymouth and 5 from South Taranaki.

**How did the camp positively impact the personal growth and development of the young people?**

Camp was an incredible moment for our rangatahi, everyone left with new friendships and connections. Majority of the camp attendees have become regular faces in our spaces, welcoming new people into the drop in centre, making cups of milo and have a deeper sense of belonging in our rainbow community. From camp 4 rangatahi have become trained facilitators for our social groups and are now creating safer spaces in their own communities. salon partners to make sure our where is open, inclusive and safe. Through this partnership I have also come

to realise we can make a difference earlier in the home by educating parents/guardians on how to create safe spaces for their tamariki. We think that is a pretty important part of truly being an inclusive society and would love to host these workshops for our key stakeholders.

**What are our goals and aspirations for events like this in the future?**

We're constantly dreaming and scheming of new ways to celebrate our rainbow whānau and create new opportunities for youth development. With that in mind camp will definitely be back and at the moment we're looking at our Youth Ball next with rangatahi having heaps of input into how that looks and feels like. Our goal would be that we create more accessible spaces for all the regions rangatahi to attend and have our rangatahi guide what that looks like.



# OUR IMPACT ON THE COMMUNITY

WE'VE SUPPORTED OVER

# 1,700

QUEER, INTERSEX AND GENDER DIVERSE YOUTH

SOCIAL GROUPS ATTENDANCES RECORDED:

# 661

AT 102 IN-PERSON SOCIAL GROUP

The number of people reached overall has more than doubled with the majority of the increase being in 1:1 support. In 2022-23 we're proud to have supported over 1700 queer, intersex and gender diverse youth, their whānau, friends and wider communities, up from around 600 the previous year. Pressures have been great on youth with homophobia and transphobia spiking dramatically online and spilling into real life. We attribute the rise in need for 1:1 support to this, as well as the higher profile of the organisation and the residual pressures left by the pandemic. Our services largely focus on helping build the resilience and connectedness of rainbow young people and their whānau, and we have provided opportunities to young people to develop and grow in a safe and supportive environment.

OUR SUPPORT WORKED WITH:

# 1,592

CASES, UP FROM 507 THE PREVIOUS YEAR!



# OUR DONORS





## Why is RainbowYOUTH's mahi important to you?

It's so important to ensure our youth have a support network where they can feel loved, celebrated and encouraged to be their full, authentic selves. Everyone has the right to feel safe in being who they are in the communities they live in so the mahi RY are doing is important to not only me, but Aotearoa.

## What do you hope to achieve from this partnership?

Aside from supporting a crucial fund and NGO, with this partnership we would love to continue to educate all employees in L'Oreal ANZ and our salon partners to make sure our where is open, inclusive and safe. Through this partnership I have also come to realise we can make a difference earlier in the home by educating parents/guardians on how to create safe spaces for their tamariki. We think that is a pretty important part of truly being an inclusive society and would love to host these workshops for our key stakeholders.



## In what ways do you believe this donation aligns with L'Oréal's commitment to inclusivity and diversity, both within your company and in the wider community? Can you provide examples of how L'Oréal actively supports the LGBT community?

At L'Oréal, we have been proactively committed to Diversity, Equity & Inclusion for more than 20 years and aim to create inclusive environments for LGBTQIA+ people around the world. As a worldwide Group, we reject all forms of discrimination. We act to create the most inclusive environment possible, in which everyone can express themselves, their uniqueness and their own vision of beauty, no matter where they are. Since 2018, we have supported the LGBTI Standards of Conduct introduced by the United Nations to combat the discrimination faced by LGBTQIA+ communities. At a local level, the L'Oreal ANZ Group supports many practical projects that aim to raise awareness among employees and to promote equality in the workplace. We have a local Diversity, Equity and Inclusion committee which guides us on internal matters and hosts workshops and events to celebrate a wide range of occasions. During Pride Month, our local teams are proud to celebrate these commitments.

In the spirit of giving and community, we are thrilled to extend our heartfelt appreciation to Countdown for their outstanding generosity and unwavering commitment to making a positive impact. With their recent donation and fundraising efforts, Countdown has exemplified the true essence of compassion and solidarity, uplifting spirits and fostering unity within our community.

Countdown's remarkable contribution, coupled with their dedicated fundraising initiatives, has not only provided crucial support to those in need but has also inspired others to join in the spirit of giving. Through their thoughtful actions, Countdown has demonstrated that when we come together as a community, we have the power to create meaningful change and bring hope to those who need it most.

The impact of Countdown's donation and fundraising efforts extends far beyond monetary value. Their generosity serves as a beacon of light, igniting a sense of optimism and resilience within our community. It reaffirms our shared commitment to supporting one another and standing in solidarity during challenging times.

As we express our deepest gratitude to Countdown for their generosity, let us also recognize the countless individuals who contributed to this collective effort.

From the dedicated staff members who organized fundraising events to the customers who generously donated, each person played a vital role in making a difference and spreading joy throughout our community.

In times of uncertainty, it is heartening to see businesses like Countdown step up and lead by example, reminding us of the strength and compassion that exists within our community. Their generosity serves as a powerful reminder that even in the face of adversity, kindness and generosity have the power to unite us all.

We extend our sincerest thanks to Countdown for their extraordinary generosity and unwavering support. Together, let us continue to uplift one another, spread kindness, and build a brighter future for all.





# OUR SUPPORTERS

As we reflect on the strides we've made and the impact we've had in supporting LGBTQIA youth across New Zealand, we are compelled to extend our deepest gratitude to the incredible donors who have stood by our side every step of the way.

To our esteemed organizations and compassionate individuals, we offer our heartfelt thanks for your unwavering generosity and commitment to our cause. Your contributions have been the cornerstone of our ability to provide vital support, guidance, and resources to LGBTQIA youth navigating their unique journeys.

Your belief in our mission has been nothing short of inspiring. Your donations, whether large or small, have fueled our efforts and empowered us to create safe spaces, foster acceptance, and advocate for equality. Because of your kindness, we have been able to offer counseling services, educational programs, and community initiatives that uplift and empower LGBTQIA youth across New Zealand.

Your support has not only touched the lives of those directly impacted but has also reverberated throughout our entire community. It has sent a powerful message of acceptance, love, and solidarity, reaffirming that every individual deserves to be celebrated for who they are.

As we look to the future, we do so with immense gratitude and optimism, knowing that with donors like you standing by our side, we can continue to make a profound difference in the lives of LGBTQIA youth across New Zealand.

From the depths of our hearts, thank you for your generosity, your compassion, and your unwavering support. Together, we are building a brighter, more inclusive future for all.



# ORGANISATIONS

Lotteries Communities	\$ 100,000.00
Toi Foundation	\$ 154,000.00
Waitematā Accommodation Fund	\$ 7,000.00
Bay Trust	\$ 35,000.00
Northland Community Foundation	
Grassroots Fund	\$ 5,000.00
COGS Rotorua	\$ 2,000.00
COGS Auckland Central	\$ 5,000.00
COGS Manukau	\$ 3,000.00
COGS Hutt Valley	\$ 3,500.00
COGS North Taranaki	\$ 3,000.00
COGS Papakura	\$ 2,500.00
COGS Waitakere	\$ 2,000.00
COGS North Shore	\$ 1,500.00
COGS Whangarei	\$ 3,910.00
COGS Kawerau	\$ 3,000.00
COGS Tauranga	\$ 2,000.00
COGS Wellington	\$ 3,000.00
COGS South Taranaki	\$ 2,000.00
Whangārei District Council	\$ 9,000.00
Rainbow Wellbeing Legacy Fund	\$ 20,000.00
Sky City Auckland Community Trust	\$ 20,000.00
Foundation North	\$ 100,000.00
Auckland Council Multiboard	\$ 9,956.00
Sony Music Group	\$ 53,874.00





# 2023 AGM MINUTES

Minutes - AGM of Rainbow Youth Inc, 24th June 2023

Apologies: Sharnay Cocup-Hughes

MC: Meghan Collins

Meeting opened: 11:12am

Motion	Moved by	Seconder	Favour	Against	Abstaining	Motion Passed/Failed
Approve minutes of 2022 AGM	Quack	Luke	11			Passed
"That the Officer reports presented by the Co-Chairpersons, Treasurer and Executive Director be accepted as presented"	Simon	Helena	12			Passed
"That the current elected members of the RainbowYOUTH Executive Board stand down, with the exception of Jessica Dellabarca, Quack Pirih, Milly Hampton and Katsuki Kurimasa, who move into their second terms.	Quack	Sherry	15			Passed
That Anahera & Indi be designated as independent vote counters for Board Election"	Simon	Hamiora	18			Passed
"That the results of the election for the Executive Board, being: <ul style="list-style-type: none"> <li>• Co-Chairperson: Phoebe Horton Andrews</li> <li>• Secretary: Helena Wiseman</li> <li>• Treasurer: Sherry Zhang</li> <li>• General Board Member: Vincent Farane</li> </ul> are accepted by the membership and appointed as the Executive Board for Rainbow Youth Inc."	Luna	Hamiora	16			Passed
At the closing of items for the AGM, 14 days ahead of the meeting, no items had been received for General Business.	No voting needed					
Anahera becoming an RY life member.	Hamiora	Luna	16			Passed



# RainbowYOUTH

