

the drum

ANNUAL REPORT
2019 – 2020

**youth &
community
team**



... IN OUR WILDEST
DREAMS



drummond
street services
wellbeing for life

FREE
THE
FLAG
@clothingthegap



Acknowledgement of Country

We acknowledge Aboriginal and Torres Strait Islander people as the first people of Australia. We acknowledge they have never ceded sovereignty, remain strong in their connection to land, culture and in resisting ongoing colonisation.

the drum respectfully acknowledges that we deliver services and programs on the stolen lands of the *Wurundjeri*, *Boonerwung*, *Taungurong*, *Djajawurrung* and the *Wathaurung* people of the Kulin Nations.

We pay respect to their Elders past, present and emerging and extend that respect to all Aboriginal and Torres Strait Islander people.

As a team and organization predominately comprised of settlers, we are committed to supporting First Nation people in their quest for decolonisation and sovereignty.

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The future in our wildest dreams

2019/2020 has been a year unlike another experienced by young people and the wider community. Not in our wildest dreams did we envisage the Covid-19 pandemic.

The theme of our annual report this year is inspired by the work of *Irresistible*, a podcast on transformative justice.¹ Their work is an important reminder for those striving for a different reality why we must have a vision, even as the pandemic ravages life as we know it. So, we are presenting the wildest dreams from young people. They have told us what they would like to see happen. We hope you will listen to them and become an accomplice in their struggle for a better world. We will be striving to centre their vision and wisdom in our service delivery actions for the next year.

2019/2020 has been a year of stark contrasts. The first half of the year was characterised by young people leading our service delivery actions with optimism. We'd secured additional funding to create a recording studio in North Melbourne and international superstar Lizzo connected with young people at RYMS. Our Block Parties were gaining momentum, with young people wanting them in their neighbourhood. Then came Covid-19. We had to develop an entirely two-pronged strategy to engage and connect with young people. We, and much of the youth sector, made the difficult decision to cease face to face service delivery to help keep young people and our team safe.

Our commitment to young people experiencing structural forms of disadvantage means we know social inequality exists. Covid-19 has magnified and intensified this disadvantage. Our political leaders' mantra is "we are all in this together", but we have seen the disproportionate impact of Covid-19 on young people. It has specifically impacted young people of colour, those living in public housing and young people identifying as Lesbian, Gay, Bisexual, Transgender, Queer and/or Intersex (LGBTQI).

Despite these challenges, young people continue to rise and envisage a different reality. They have organised themselves and their community around the Black Lives Matter movement. They have volunteered tirelessly to distribute food and material resources for members of their community hardest hit by social restrictions.

In our team, our workforce transitioned seamlessly to online engagement. Using their creativity and experiential knowledge they have responded to young people's unique needs and interests. Whilst we have learnt a lot on the way, and we know that online engagement isn't for all young people, we remain committed to them leading the way. It's time to turn to their narratives about what they need and want to see.

1 You can learn more about *Irresistible* on their website and podcast found [here](#).



The **Underground Women's** group designed their own shoes at a pre-COVID meet up at the North Melbourne Community Centre.

The future in our wildest dreams

Young people envisioning the future they wish to see²

Anonymous

15 years old, Fitzroy

Connected to *Richmond Mix*,
Richmond Girls Club and *RYMS*

I grew up in Fitzroy and have been coming to **the drum** programs for one and a half years now. I come for the fun mostly but also because I like to support the younger children to participate in the opportunities that the drum gives us.

In my wildest dreams I want a world that has diversity and where racism doesn't exist. It would be a world where everyone feels safe to be whoever they want to be and to express themselves without having to worry about being judged. I want us as a generation to be good role models and mentors for the next generation so that kids don't make the same mistakes. I want every kid to know they have the power to change the world for the better.

Living in the flats, people look down on us and that makes us not want to tell people where we come from. I want the kids to know that living in the flats isn't a bad thing. It doesn't have to hold you back from opportunities and it doesn't have to be permanent. But for kids to believe that, we need to challenge stereotypes the community and government have about people who live in the flats.

We need to be careful about how we talk about communities from the flats and young people of colour because this affects children's sense of hope and mental health.

In my wildest dreams the kids in the flats grow up in a safe environment. I think this is the most important thing for kids. Every kid should feel safe and have a safe home and community. Being around the flats and especially in Richmond, kids sometimes see things that they should never have to see. Everyone in the community, including older youth, has a responsibility to make sure that kids are safe and don't have bad influences around them.

Every kid needs people around them that they can trust and talk to about their experiences so they can learn to make good decisions even when they have bad influences around them. They need people that don't judge them. That is why **the drum** and other places need to keep hiring young people who come from the same backgrounds and experiences as the kids they are working with. They make good role models because they can truly understand and connect with the kids. They can have greater impact on them.

The younger the people who work with and lead the community are, the more hope we give to the young generations.



Pre-COVID dance class with the Fitzroy team in Richmond

2 Note for the reader the narratives of young people have been gently edited for syntax and expression, but their vision and experiences remain their own.

Trey (He/him)

12 years old, Collingwood

Connected to Collingwood Drop in and RYMS

I'm Trey, an Aboriginal young person from Collingwood, Melbourne. I'm in Year 7 and I go to school in the city. I have been a **drum** participant for over 2 years and attended **Collingwood Youth Drop-In** and **RYMS** since they started. It is a safe place to speak your mind, try new things and hang out with friends and mentors. **the drum** should keep running programs because they're giving young people a chance to be themselves. I want younger kids to have fun and get the same opportunities that I have.

In my wildest dreams I want every child and young person to be given equal opportunities and to know they deserve to be accepted for who they are. My perfect world is a place where everyone is treated equally, no matter what. We should give everyone the same opportunity to get an education, especially those that experience extra challenges in their lives like financial struggles, homelessness and family violence.

People who have less are treated differently but they shouldn't be. Young people are being bullied because they have less than others and this makes them different. It's bad for their mental health and we are still losing young lives to bullying. But how can young people learn to treat each other equally when adults and the government do not? We could start by having the government and adults give everyone the same opportunities and resources, no matter where they live or where they come from.

This is especially important for children and young people, so they have an equal chance from a young age.

We shouldn't make people's lives into politics! People shouldn't have to vote or protest to be treated equally! The government needs to make decisions and laws that suit everyone and brings us closer to equality.

Covid-19 is obviously one of the biggest challenges everyone is experiencing. It has been even harder for children and young people. Especially for young people in the high-rise buildings in Melbourne. Lockdown has been difficult because we don't have a backyard or outdoor space to run, get fresh air and care for our pets. A lot of the young people here don't have the same resources that other people have such as the Internet. For the children and young people living in the towers, this negatively impacts on their education, work and ability to connect with friends and family.

Some people have really difficult lives because of inequality. It shouldn't have taken a global pandemic for everyone to see it. People need to care more about those who have less!

Did you know that since the Covid-19 lockdowns there has been new animal life in our oceans because of less plastic pollution? I saw online that there were thousands more sea turtles in Australia this year. This shows how destructive humans are to nature. We shouldn't have to be locked down so that our animals can be safe! In my wildest dreams ... humans care about our animals and nature!

PERRY PARK



“In my wildest dreams I want every child and young person to be given equal opportunities and to know they deserve to be accepted for who they are. My perfect world is a place where everyone is treated equally, no matter what.”

TREY



“We want people to use their privilege to educate themselves and others.”

ABOL (right)
with ADENG (left)



Abol (she/her)

11 years old, Richmond

**Connected to the *Richmond Mix* and
Richmond Girls Club programs**

My name is Abol. I am 11 years old and I'm from Richmond. I am South Sudanese, a writer and captain of my school. I got connected with **the drum** through *Helping Hoops* and have been participating in ***Richmond Girls Club*** and the online groups.

In my wildest dreams young people, especially those from minority communities, will know they deserve to have a voice. I dream that one day, when a child or young person notices something is wrong in their neighborhood or society, they can go and talk to the people who have the power to make change. I think people in power should look to people with lived experience for answers and ideas, because they have knowledge and authenticity.

Even though there are some opportunities to have a say many of us don't know how about them. I think the people in charge need to go to youth workers and groups to make sure minority young people can participate and be heard.

Growing up in Richmond, I am surrounded by drugs, crime and bad influences. Especially after the opening of a safe injecting room, crime rates in Richmond have gone up and the community feels less safe. More needs to be done to address these side effects, like updating and looking after security cameras. Safe injecting rooms could be built in other areas so that drug users don't have to come all the way to Richmond. A lot of people know North Richmond as the "junkie place" and don't want to visit because they are scared. It is

hard for me because it makes me embarrassed to live here. But Richmond is my home and I love it.

In my wildest dreams young people will be heard, have influence and they will be safe. This is because I believe every child should grow up in an environment where they feel safe and proud to live in. In Richmond, we feel safe at program but we deserve to feel safe all the time. Increased policing has made us feel more scared. I think that the police shouldn't have guns because we don't have weapons. I know what they will say "the police's safety is important," but it shouldn't be more important than our safety. We feel the same fear but they have guns and we don't. We are all part of the human race.

I think there is a need for more mental wellbeing support in schools and the community. But it is so important these workers are from diverse backgrounds and can relate to our stories because that way they will be able to have better impact.

Racism and colourism is a big thing. If we work together, we have the power to defeat it but only if people want to. We don't want people to feel sorry for us; We want people to use their privilege to educate themselves and others. They should use their privilege to stop racism from happening. We need to start talking about racism and colourism with children and young people so that they can understand from a young age and avoid making racism a habit. We need schools in Australia to teach students about racism, colourism and its history in Australia and across the world.

In my wildest dreams, no one is treated differently because of their race, or for the colour of their skin. Everyone appreciates each other's culture without appropriating it.

Khadija (She/her)

19 years old, from Carlton

**Khadija is connected to the
Underground Women's Program**

My name is Khadija. I'm 19 and from Carlton. I started attending the **Underground Women's** weekly programs last year. I also took part in the leadership program held by **the drum**. This year I slowly transitioned into being a co-host of the program.

In my mind, the ideal world for young people is a world where they don't feel like they have to hide how they truly feel or who they truly are because of fear about how people in society will react. There are many issues the young people of Australia go through but they usually don't voice these issues. This is because young people often can't find someone they feel comfortable enough talking to about their situation. They also find it difficult to find a place where they can talk about it freely.

In my wildest dreams, I want the world to be a world where young people don't have to feel like it's a struggle to find a welcoming place or environment. It would be a world where your dreams are not too far-fetched and can be achieved. You wouldn't face opposition to what you know is good for you. It would be a world where people would trust you know why you want to achieve it and why it's good for you

In my experience **the drum** already has a welcoming and comfortable environment

where I feel like I wasn't being judged for my interests. I felt that I was well supported and was given opportunities in different areas I wanted to explore, such as running programs, participating in leadership programs and podcasting. This is important as it helps young people to achieve their dreams. It gives them a little experience in whichever field they dream to be in. To get these kinds of opportunities is extremely hard in my opinion.

I hope **the drum** will introduce different opportunities for young people to explore different career pathways. I hope they will introduce programs with a focus on areas young people wish to achieve success in. **the drum** and others working in community can empower young people to realise their dreams by normalising different pathways. This is mainly needed because times have changed. There are more areas of employment young people can go into. There are more options for them to take, but it's made out to us like there are only a small set of options. In my case I wasn't really aware of many other options for career paths. I think this needs to change and the youth need to know there is an abundance of areas they can go into.

Sabrina (youth peer leader) with **Underground Women's** participants



Uzair (He/him)

(now) 26-year-old, Parkville

**Uzair was connected with our
Individual Support program**



In my wildest dreams, I would want a world full of colours. I would like to see more acceptance in every community overall. I would like to see more inclusiveness.

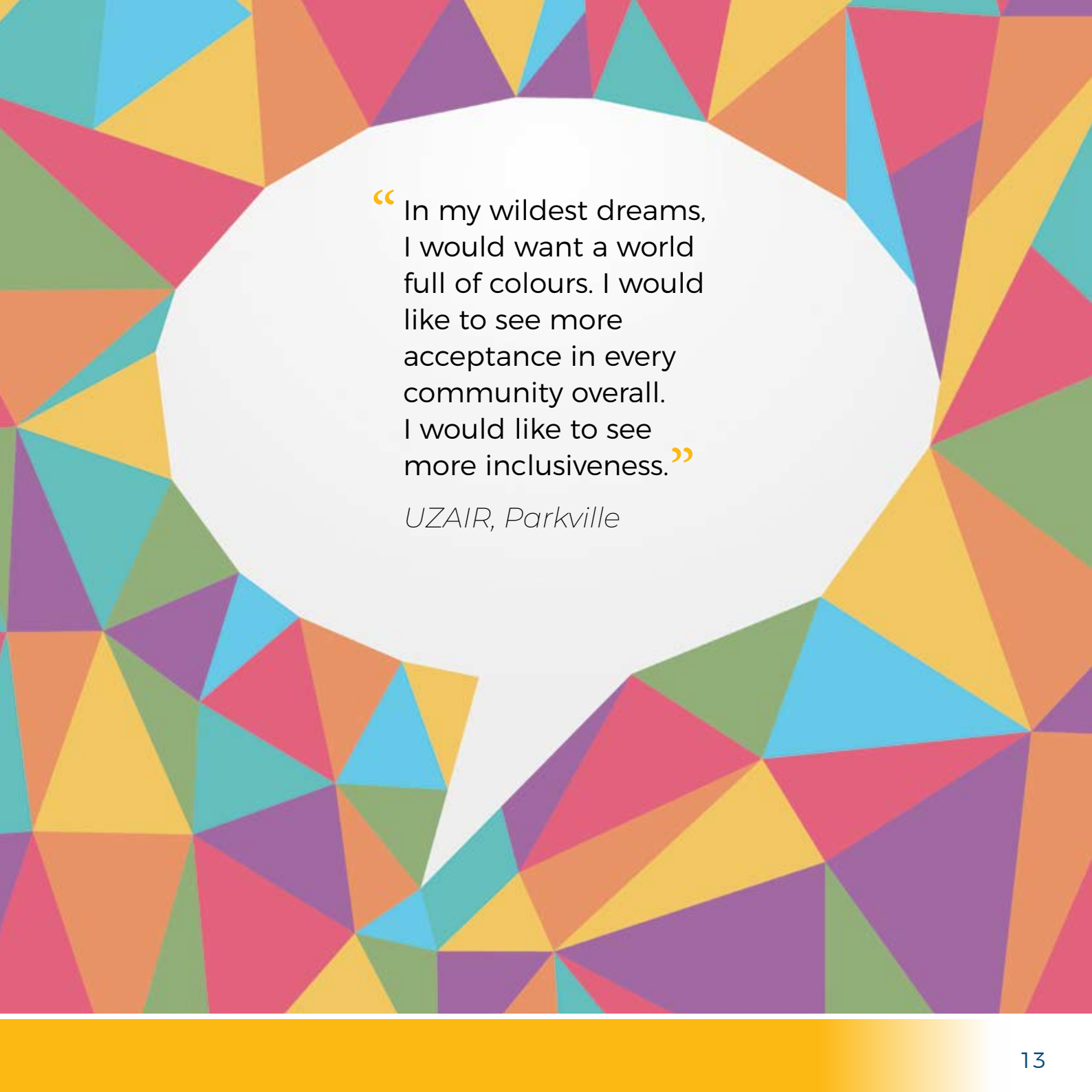
I often imagine a world where whatever fear I have in my simple life does not exist. A world where you can be anything and everything at the same time. A world where it doesn't matter who you are, but what matters is the kindness you have in you and how you treat others.

In a time when many of our positive views have been turned upside down due to 2020 pandemic, it would be nice to see and imagine things differently.

It is important to get the youth involved for the youth has the power to change generations. Youth can lead in a way they see fit. They can create their own rules and regulations. To not to be confined by time is an art. Being able to create your own path is an art.

the drum and the community sector can help to support these ideas by creating opportunities where youth can put their ideas into practice. The skills and resources **the drum** team has are vital for preserving these ideas and creating philosophies that will help the world to thrive. Another way **the drum** can help is providing a strong support system for a young person to fall back on. It can do wonders for an individual's self-esteem. Young pioneers need these kinds of support systems to make their dreams come true.

Each of us plays a part in the bettering of the world we live in. I feel like **the drum** and the community working together definitely brings out the best in young people by shaping their futures into gold. Thank you for being there! You have no idea how big of a deal this support might mean for someone.



“ In my wildest dreams,
I would want a world
full of colours. I would
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UZAIR, Parkville

Bilal (He/him)

16 years old, North Melbourne

**Connected with our
Monday Mayhem program**

The connection I have with **the drum** and **drummond street services** is great. It's a place where I feel I can be myself and not have to act a certain way according to the rules, like in school. It gives me the chance to make better connections with people, and most importantly, enjoy myself. Its programs are a great place for making new friends or getting to know people better. The games we play are our choice and everyone can do their things freely. **the drum** has made the youth of our community come together strong like family.

In my wildest dream I hope the young people can stay away from all the bad things and grow up to be strong, independent citizens. It's important especially nowadays for youth who are Black. It's definitely harder to grow up into a society where you're judged so quickly for being Black. Furthermore, young people need to maintain a healthy relationship with their faith and their peers because in the end these relationships are the most important thing in life.



Young Men's program participants at Carlton Baths basketball court

the drum can empower young people, and make my dreams a reality by setting up something like a 'Careers Day.'

Career experts could come in and speak with young people about their career choices. They could provide them with suggestions and information on what their life could be like. For young people who are older and want to work, we can bring in people to do mock interviews and help them build their resumé. I have a job myself, and I've helped a few of my friends get a job. I tell them what to put in their resumé, what questions they'll be asked in an interview and how to answer them. It would be helpful if we had experts do this for young people.

Marriam (She/her)

13 year old, Broadmeadows
(formerly of North Melbourne)

Connected to *Underground Women's* program

Hello! Everyone is bored at home because of Covid-19. It'll be okay soon. Everyone is the same situation. We just need to be patient and take a break sometimes to do what we like. For me, this is drawing, working out, play music, eating an apple, going for a walk and, most important of them all, having a chat with friends.

By the way, my name is Mariam! I am 13 years old. I am new to Australia and I live in Broadmeadows. I used to live in North Melbourne. When I came here it was difficult to make new friends, but then my Aunt told me about the ***Underground Women's*** group. It's amazing and the girls are friendly. Sometimes we draw on our shoes, dance and cook. The good thing about it is that they ask us what we want to do for the next week's activities. We have a chat every Thursday via Zoom too.

In my wildest dreams young people would live without war and in peace. We must accept everyone's personal opinions and live with each other's differences. Have a lovely day guys!

Underground Women's
group at our North Melbourne
Community Centre site



Mohamed (He/him)

19 years old, Carlton

Connected to the *Friday Night Jam* program

I am connected to **the drum** through their close involvement in the Carlton community and the programs they run for the youth. *Friday Night Jam* at Carlton Baths has been running for years now, so it's become part of our weekly routine.

In my wildest dreams, I would like to see support groups for young people to help them learn skills for life that many schools don't necessarily teach students. An example is how to make the most out of the money from their jobs. These skills are essential and could help each person learn how to become financially stable and experience what it's like to achieve this. Just by doing this small thing, it could lift a lot of weight off a person's shoulders. It could help them for when they start university, or to become independent when they are older.

In my wildest dream's adults wouldn't set such high academic standards on young people. They wouldn't put so much pressure on them to achieve those standards. A lot of the time, this stress on a young person really limits the range of goals they want to achieve in their life. If their goals aren't aligned with the educational goals the adults have its seen as



a waste of time. This really limits the potential of a lot of young people. It takes away a young person's excitement and eagerness to learn more about something they are passionate about. Education is important. But when all your energy is focused on school which only teaches you some things, and you have a lot of pressure to do well, there is little to no time for you to discover more about yourself.

the drum has done a really good job when it comes to empowering young people. Ali who runs *Friday Night Jam* is constantly giving us advice on life and is constantly helping us better ourselves. This is done when he explains the importance of a job and networking. Some classes or workshops could be set up to teach us how to how to do this in more detail. It would be amazing. Other activities or excursions where young people can learn more about themselves could be really helpful as well.

Akram (he/him)

18 years old, North Melbourne

Connected to the North Melbourne Leadership Group & Monday Mayhem

In my wildest dreams I would love for young people to gain more courage and confidence in going out of their comfort zones, and to do things they think are not for them. I say this because I know people who would love to do different things, but they are afraid of the backlash of others. I find it quite disappointing to see potential greatness in people fade away because of the fear of others opinions.

I believe **the drum** and the community sector could have more programs which inspire people. Programs that connect young people with the interests they have is needed. It would make them comfortable in expressing these interests. These activities should take people out of their comfort zone and inspire others to come out their comfort zone, creating a stronger bond in the community. This might be a bit out there, but these activities could include things like life flash-mob activities, skydiving or bungee-jumping.



Impacts of covid-19 on young folks we've engaged with

The visions of young people in our annual report illuminate an acute awareness of the social forces they navigate, and how they limit their ability to thrive. Collectively, the young people's wildest dreams include:

- » Spaces to be free and to try new things
- » Not having expectations or negative assumptions limit their explorations or dreams
- » An acknowledgement of racism and colourism, and a striving to eliminate them
- » Being heard
- » Seeing themselves in those working with them
- » Living free of stigma because of where they live
- » Growing up safe and not being affected by traumatising events

They believe it is possible for disadvantage to be addressed structurally through political leadership, leadership within the community and youth sector, and by those in positions of power. They want to be part of this change and actively strive for this every day.

Covid-19 has intensified structural disadvantage. The relationships we have with young people and grass roots organisations have identified specific experiences causing more intense or unique harms.

For all young people

Families are under increased financial pressure due to loss of employment, and this is felt by young people. Stage three restrictions are adversely impacting relationships within families as young people spend a prolonged time in often confined spaces and their parents are forced into the role of teacher. The isolation from friends and missed opportunities for social connections are contributing to poorer mental health. As the restrictions continue there is increasing uncertainty about their educational and employment prospects, particularly for year 11 and year 12 students. Year 9 and year 10 students struggling to engage with academic curriculum and expectations are increasingly vulnerable to disengagement from online learning. This increases the likelihood that they will be told VCE is not available to them. All of the restrictions are diminishing young people's ability to do developmentally appropriate activities such as connecting with peers and exercising higher levels of independence. As a service, we are aware that the economic impact of Covid-19 will see young people bear increased generational debt, and likely lead to increased levels of their unemployment as the economic fall-out of Covid-19 continues.

The impacts specific to young people living in inner city public housing

Social distancing is not an option for all young people and community members who live in public housing. The department responsible for the estates only introduced sufficient amounts of hand sanitiser, increased cleaning and distribution of masks after the outbreak of Covid-19, despite advocacy by residents and community organisations.

Many young people come from large families living in over-crowded conditions. They are now expected to do home schooling. The physical challenge of this is compounded by little to no access to the Internet and technical devices needed to support education.

Some young people and their families are not leaving their flats at all out of fear of the virus. Some did not leave their flats for weeks during the first lock down. It is extremely difficult for large families to purchase enough food and reduce the number of visits needed to the supermarket when restrictions are in place. Their precarious economic position means these families do not have the funds to purchase such large quantities of food.

Young people and their families wouldn't leave their flat, or did so reluctantly, out of fear of racialized policing. Young people reported increased police presence during the restrictions. Fears and concerns about racialized policing intensified as young people of colour and their communities felt the impact of George Floyd's death. Many became

politicised or increased their activism, with a younger and more diverse group engaging with the Black Lives Matter movement. Many felt a connection between the experience of First Nations people, African-Americans and African diaspora in Australia. Young people living in public housing estates feel overpoliced and treated differently because of their skin colour and because they live in public housing.

Those young people and their families already struggle to navigate Centrelink. At times they even missed out on payments due to their misunderstanding of how to use Centrelink's systems. They experienced further delays in payments as Centrelink struggled to handle the increased demand for welfare payments during Covid-19's outbreak.

International students and asylum seekers

Migration status is often closely tied to an ability to experience and participate in our community. International students, asylum seekers and people on temporary visas who are often already on the margins of society, became increasingly vulnerable to isolation, economic insecurity/exploitation and discrimination. Some became trapped, unable to leave Australia due to travel restrictions and increased cost of flights. Many lost the limited income they had from employment in the service sector and were not eligible for government assistance. This has left many experiencing increased anxiety and vulnerability to exploitation.

LGBTQI+ and QTPOC young people

Young people from these communities are experiencing compounding forms of discrimination based on their gender, sexuality, intersex status, race, & religious backgrounds. Discrimination already has an immense impact on these young people's mental health. Increases in social isolation, further economic disadvantage, higher risk of family violence, food and housing insecurity, and feelings of uncertainty have meant it not been an easy time.

We know that young people, in general, already experienced higher rates of underemployment and unemployment pre-Covid-19. Now, youth unemployment rates in Australia **are more than double the overall unemployment rate**, and were almost three times higher than for those aged 25 and over. The impacts of Covid-19 on industries that employ young people such as hospitality and tourism, have forced many young people out of work and confined them to their home. Couple this with school shutdowns, the move to remote learning, limited opportunity for social interaction when coupled with additional impacts such as delays to trans-affirming surgeries and healthcare or living in hostile or unsupportive home environments is having a huge impact on their mental health.

Over the past 6 months, we have heard of the ways that covid-19 is being used to maintain power & control in family relationships. Where the idea of leaving the house to get some space from uncomfortable or scary situations at home, is sometimes worsened by the prospect of being stopped by the police due to breaking curfew, let alone the concerns of contracting or spreading covid-19 – something that is already met with much shame and stigma.

We will continue to use our privileges and access to decision makers to strive for a world where young people can achieve their wildest dreams. We hope to do this through our services and by exposing the challenges young people face so we can all do our bit to dismantle these systemic barriers.



Safe Spaces for Young People:

Collingwood Youth Drop-in, 253 Hoddle Street & Richmond Mix, 110 Elizabeth Street

The *Collingwood Youth Drop-in* and the newly established *Richmond Mix* programs provide a safe space that enable us to build strong relationships and trust with young people. Our programs respond to young people's call for a space to be safe, and for activities that allow them to explore and connect.

We know they want this because they tell us so. Trey, a young person from Collingwood, told us, "I come because it is a safe place to speak your mind and try new things."

Abol, a young person from Richmond, said she believes "the drum has been good in making program a safe and fun place for us to hang out... We feel safe at program, but we deserve to feel safe all the time."

Both our programs give young people agency. Those who attend choose and support the planning of activities and projects!

We've been working to ensure there are youth specific spaces available on the estates. In Collingwood, a partnership between Probuild and the drum saw the refurbishment and revitalisation of the Collingwood Youth Space and Family room. The pro-bono redevelopment of the Youth Space makes the space safer, brighter and more welcoming a place to use. These changes have benefitted local young people and the hundreds of community members who utilise the space for grass-roots community activities.

We are excited about the commencement on construction of the Richmond Youth Hub, which is due for completion in late 2020. The need for a Youth Space was advocated for by Mubarek Imam and Nyayoud Jice during their terms as Youth Peer Leaders in 2018/19. We hope the Hub will be a safe, youth-specific space for Richmond young people to connect with one another, run programs in and support one another – a space young people can have ownership over and feel proud of.

By Sandra

Collingwood Youth Drop-In centre cooking activity



Collingwood group photo



RMS with Baker Boy, Remi and KLP

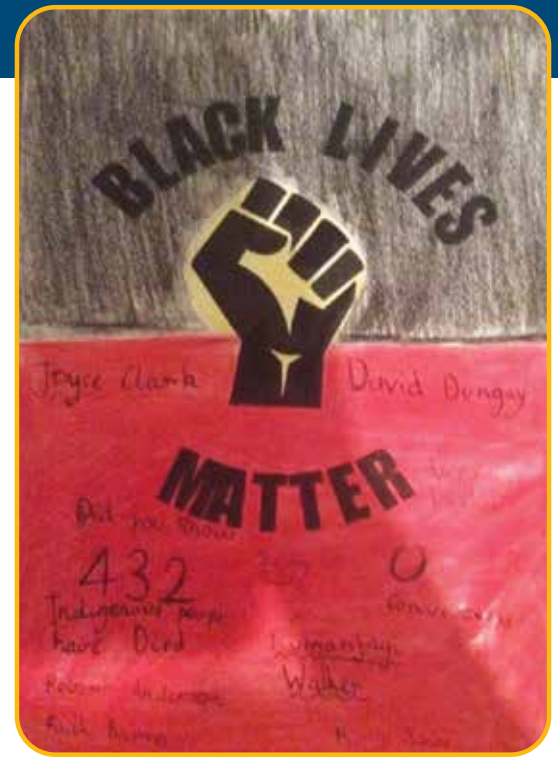
Richmond Girls Club, City of Yarra, 110 Elizabeth Street

In its second year the focus of *Richmond Girls Club* shifted to skill-based, female-specific workshops curated by and for young women. Highlights in 2019/2020 included:

- » Afrobeat workshops with Grace Kwabo
- » A series of Makeup Workshops with Dijok Mai, Aisha Ahmed and Rosie Kalina
- » A Netball Clinic in partnership with Netball Victoria

Partnerships are central to our work, especially in the Covid-19 environment. The *Richmond Girls Club* partnered with Fitzroy Learning Network to run a Craft Club on Zoom. Doing this we were able to engage young women from Collingwood, Fitzroy and Richmond in Term 2 of 2020. We sent out 60 craft packs to young women (aged between 8-18) with an invite to the weekly Zoom sessions to craft together.

The craft activities were curated by the young women and included origami, embroidery and DIY felt keychains. A highlight was our Black Lives Matter session, held in response to the want by the young women to explore and discuss George Floyd's death and the consequent protests.



Black Lives Matter poster by Abol,
Richmond Girls Club participant

"George Floyd's death really enlightened me on racism. I can't believe it took his death to start this racial justice movement. It's 2020, we should be past that and an 11-year-old shouldn't have to protest just to be heard.

Then I saw the statistics on how Aboriginal people have mass incarceration rates and how there has been 432 deaths in custody and only nine convictions. I thought to myself Australia is no different from America. The only different is Australia managed to hide these things from the world.

Nobody saw how in 2015, David Dungay said "I can't breathe" 12 times when he was pinned down and injected with a sedative that ended up fatally killing him. It's been 5 years and still no charges have been filed. Because of these 432 deaths there are 864 families who are grieving and how have not received justice. But that is just the way it is." – By Abol

By Sandra

City of Yarra, RYMS (Real Youth Music Studio)

Through *RYMS* young people's confidence and skill in their music continued to grow. There were so many milestones for young people last year. Many had their first performance in front of an audience. Each performance further energized them to continue to work on their craft at program.

To celebrate the first year of *RYMS*, we held our first *RYMS* End of Year Showcase in partnership with Nike. On a high vibe night, *RYMS* young people performed songs they created throughout the year to an audience of 90. In the crowd their family, friends, volunteers and community members cheered them on. Each performer was gifted a pair of Nike shoes. The night was as incredible party with a photobook, food truck, mocktails and a dance party with DJ Style'n'Grace. A worthy celebration for the young people, staff and volunteers who worked so hard to build *RYMS* over the past year!

In 2019/2020 we welcomed incredible local and international artists. Inspiring performers brought excitement and joy to the young people as well as invaluable opportunities for the young people to connect with and learn from their role models including:

- » Remi
- » Junglepusy
- » Ntombi
- » Pookie
- » Whosane
- » Baasto
- » Sensible J
- » Baker Boy
- » KLP
- » Lizzo



RYMS and NIKE
showcase performance

The surprise visit from Grammy winning singer and performer **Lizzo** was an unforgettable experience for young people. Not only did they get to meet their idol **Lizzo**, but they also got to perform for her. **Lizzo** took the time to answer their questions, pose for pictures with each young person, make a TikTok with them and, as the young people requested, sang their favourite song "Truth Hurts".

Since Covid-19 transformed all of our lives *RYMS* has been online. We've hosted a series of livestreamed Q&As and performances on Instagram with local artists Baasto, Pookie, Thando, Niasha and Legend the Rapper. We've also provided resources to young people to keep them writing and inspired. *RYMS* also ran online Zoom sessions with young people and distributed "RYMS @ Home" activity books to encourage young people to stay connected and be creative while in isolation.

By Christobel



Lizzo with *RYMS* participants



Polaris and Place at the Table Mentoring

The Mentoring Programs, *Polaris* and *A Place at the Table*, are about peer-support for LGBTIQ+ communities. The world makes it tough to be LGBTIQ+ and these programs offer many spaces where individuals, groups, and families can connect and share their experiences. It offers community support. Sometimes this is about identity and sometimes it's about learning a new skill. It might include family or it might be about finding community. Everyone's needs are different and it's been really important for us to hear this, so as to establish access to something that truly reflects the people signing up to the programs.

Since the beginning in early 2019, the Mentoring Programs have engaged with 155 mentees and 78 mentors. We have run nine community events, including a family picnic, a skills carnival, spoken word workshops and performances for Midsumma, and events through collaboration with *(in)visible* and *Queerspace Youth*.

We've had eight regular and recurring groups throughout the year, many of which moved online from March 2020. These include Queer TV Time, Trans and Gender Diverse spaces (Assemble, The Hangout & Talking Points), a QTPOC Meetup, a Gay & Bi Men group, a program for parents to understand and support their family member's sexuality.

POLARIS X A PLACE AT THE TABLE

There were also a few Art and Creative Writing spaces run by our community mentors. These groups have meant a lot of things to a lot of people. Ultimately, they provided spaces where people are included, seen, and get to connect with people they identify with.

Our group spaces also mean we look at the whole picture by connecting with families coming through the program. The experience of being a parent to someone who is queer, trans or gender diverse is a different journey and mentoring has been able to hold space for parents, while their family member has space in their own journey.

Things the mentoring team are proud of include:

- » Being totally immersed in the work of creating an identity-focused mentoring project
- » Creating a network of community-mentors and connecting them with people wanting support
- » Working with our co-design partner group, which is made up of other LGBTQIA+ organisations and advocates

By Lan, Mo, Ruby and Claire

Queerspace Youth

Queerspace Youth is a peer-led program for Queer, Trans, Non-binary, Intersex, Gender Diverse or questioning people aged 18-25 years old.

Queerspace Youth continues to build community connection for LGBTQIA+ young people in the past year. We've provided individual support with young people, running support groups, art events, social gatherings, in addition to running workshops for organisations on how to better support young people from the LGBTQIA+ community.

A key aspiration of *Queerspace Youth* is to connect young people to resources to assist their journey. These resources could be related to figuring out their gender or sexuality, accessing trans-affirming health care, finding ways to talk to their parents or siblings, or even creating spaces for them to connect with other peers with similar experiences.

We were able to run some amazing art-based workshops that focused on making collages, zines, pronoun badges, and a creative writing series (with thanks to Cee Devlin) that focused on the ideas of our own 'Queertopia.'

We continued working from a social justice perspective that supports young people to get involved in activism, from creating art work that highlights the issues of homophobia or transphobia and releasing it in a zine for IDAHOBIT (International Day against

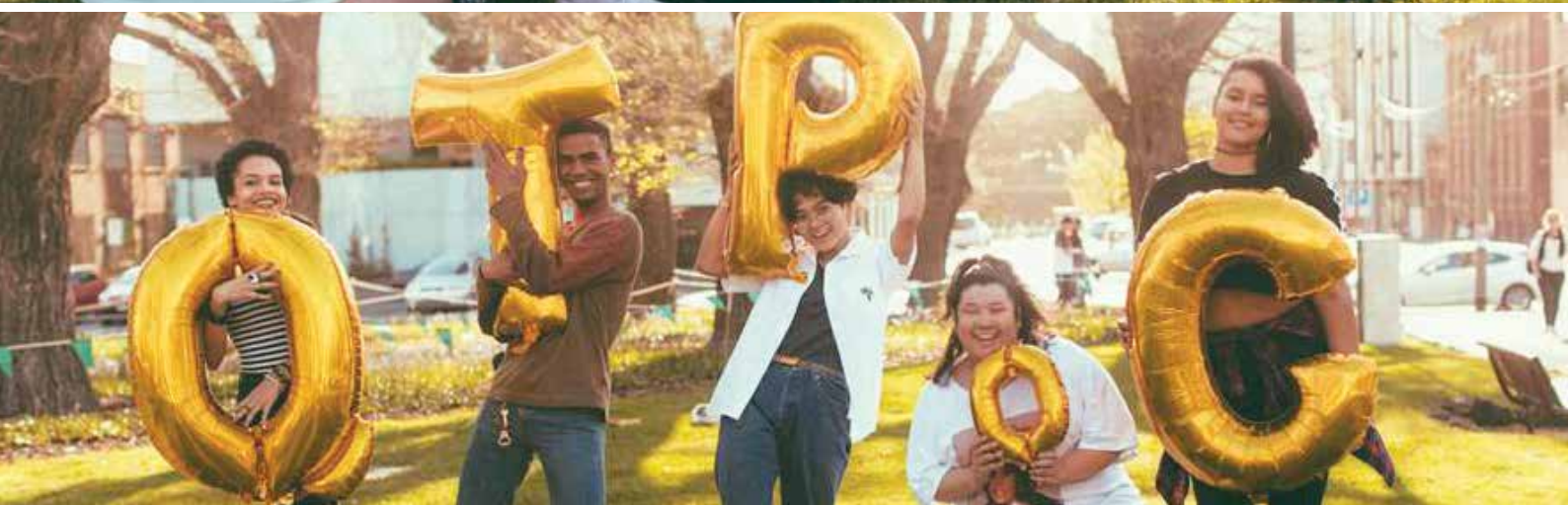


Homophobia, Biphobia and Transphobia), to making banners and signs for the Invasion Day rally, to sharing resources and having conversations in our support groups around Black Lives Matter and Aboriginal Deaths in Custody.

To keep up to date with the work that we do, including our recent zine, follow us on Instagram @queerspace_youth

By Ruby





(in)visible

Events and activities for Queer and Transgender People of Colour

(in)visible is four years old. It continues to support young QTIPOC to plan, deliver and evaluate programs for their peers. In the last financial year Claire and Yasmin cumulatively created and facilitated over 40 events. In doing so they engaged with over 1000 young QTIPOC over the last twelve months.

One of **(in)visible**'s most successful events this year was our Iftar and Eid gatherings. We held these to support young QTIPOC Muslim folk have a safe space. It allowed them to celebrate Ramadan with their chosen family and community. We wanted them to know their safety is priority so they could come through. We held four online gatherings as Covid-19 meant we couldn't do it in person. We had care packs and meals delivered to people to celebrate over Zoom.

We are proud of the Iftar and Eid gatherings. It provided paid employment for five QTPOC folk who were celebrating Ramadan to lead the initiative. It also allowed 30 QTIPOC folk attend the Iftar sessions and connect during a significant time of year.

Our partnership with RIS'n (Rainbow international student network) remains central in our ability to engage international students identifying as LGBTQI+. We've done this with a Queer English Language Class. Staying true to our commitment to co-design we've funded two facilitators with lived experience to convene the classes

twice a month. On average 10 students come through to each session. The language classes are a way to provide social connection across different identities and support the connection to affirmative LGBTQI+ supports and opportunities.

International students' vulnerability has been amplified by Covid-19. Students from China continue to engage with the classes while reporting mental illness due to a rise in racism connected to Covid-19. We've sent out care packs to support students during this time and connected those reaching out to us with material supports.

By Bexx

(in)visible participants at the first screening of *The Lion King*



Underground Young Women

Young women from North Melbourne envisaged having an *Underground Women's* 2019 End of Term Party. The young women wanted to bring together young women from two estates for a BBQ, dance battles, tug of war and artistic activities. Beautifully, that's exactly what happened!

On a balmy afternoon in December we collected the Carlton young women by bus, allowing them to join the North Melbourne young women. There was no better way to break the ice than with a halal BBQ and a fierce tug of war battle (Carlton vs North Melbourne) which was about 30 people long!

Photographs taken by young women from Carlton were exhibited and everyone had the chance to listen to podcasts made by young women in partnership with Signal Arts during term four. Shukri and her friends performed traditional Somali dance, the Buraanbur to the beat of a wooden spoon hitting a milk container and then got everyone warmed up for what was to come next – the dance battles.

Sabrina MC'ed the battle between Carlton vs North Melbourne. Each group chose their songs and choreographed their dances on the spot. The performances were next level and the energy was electrifying! North Melbourne were the winners, as voted by the group. We ended the party with icy poles for the whole community before dropping the girls back to Carlton.

By Sian





Volunteers and recipients
of our care packs



Young Men's program
led by Ali and Samy

Supporting the primary to secondary school transition

The transition from primary school to secondary school is massive. It's a big change for the student and their family. For young people at Carlton Primary School the transition involves going from a small school of around 100 students to a secondary school with 1000+ students. Because of how important this time is the drum partners with Carlton Primary School (CPS) for a transition program. In 2019 we connected with 11 grade six students. Its intention was to help the young students feel more informed about their new schools, more empowered to ask for support and more prepared for the transition.

We approached the transition creatively and with curiosity, encouraging the students to think about the differences and similarities of high school and primary school. We helped them work through the practicalities of using school maps and helped them decode their school timetables. We allowed them to express and explore their fears and then we brainstormed ways they could use wellbeing tools to mitigate their fears. Some of the worries of the students shared included the increased workload and expectations, how they would make new friends and that they might get lost at school. There was some excitement though at the prospect of joining clubs and sports team.

When we visited University High, the primary school students heard from Year Seven and Year Eight students on their transition experience. The older students answered the Year Six student's questions and took us on a tour of the high school. The school counsellors held an information session discussing the supports available and what homework clubs and school activities new students could access. We focused on building their existing emotional intelligence and strategizing how to care for their social and emotional wellbeing. The Year Six students were shy and quiet when we first arrived at the high school. By the time we finished the tour they felt confident enough to have a hot lunch in the canteen. At the end of the program we asked what skills they'd learned to help manage their nerves. They told us they learned about wellbeing and who they could go to within the wellbeing team to assist them. Importantly, they recognised others were in the same situation as them. They felt more confident to read the school timetable and they didn't feel as scared about the transition anymore.

By Shukura



Shan's perspective as a Youth Peer Leader

I, as a Youth Peer Leader, really enjoyed attending **the drum**'s programs. I had a great time and further developed my skills. For instance, I attended **Monday Mayhem**, a program I have grown up with, and have participated in for many years playing basketball and soccer.

My first paid role with **the drum** was as a photographer. I was hired to capture the Kensington Block Party. It was my first ever paid gig. It was such an amazing experience and it really helped move forward in my photography skills.

I've also gained so much knowledge and experience at **RYMS** connecting with the young people there through music. I've also enjoyed learning from young people from through skills sharing, melodies, lyrical writing or rapping.

In my role as Youth Peer Leader I really enjoyed helping to establish the North Melbourne leadership group. We, as a group, made amazing progress. Young people from the North Melbourne and Carlton Estates combined their intellect and experiences to organize the North Melbourne Block party.

The Block Parties are spectacular. the drum has organized these events across the Estates within the City of Melbourne. What makes the

Block Parties amazing is the turn out and how inclusive it is for all community members, from young kids to elders in the community.

Attending the holiday program in my role brought me back to my younger days where I could see how much I have changed and grown. I also re-learned things from the young boys, and by going on excursions I got to get to know the young people better.



Shan and Sabrina at the ABC Young People Panel event



Djirri Djirri dance group with Idil at the Carlton Block Party



Youth AOD conference



Stats and Facts

Cumulative total contact with young people		Total number of young people receiving support		Total number of young people attending events	
Pre-Covid-19 July 2019 – March 2020 2357 points of contact with young people in person	Post Covid-19 March – June 2020 2226 points of contact with young people online	151 in real life between July 2019 and March 2020	+691 care packs and 62 referrals in response to Covid-19 April – June 2020	1770 in real life between July 2019 and March 2020	105 online closed groups April – June 2020
Number of programs		EVENTS		CONSULTATIONS	
In person 15 programs Primary to Secondary School Transition Underground Women (North Melbourne & Carlton) Monday Mayhem Friday Night Jam North Melbourne Leadership Group (in)visible Queerspace Youth Drop the Beat Collective Holiday program The Venny RisN Queer English Classes Instagram panels Block Party's Only in the Fam'	Online 9 programs Venny Underground Young Women Underground Young Men (in)visible Queerspace youth Queer Iftar North Melbourne Leadership Group Instagram Panels	27 events Launch of OMG! I am QTPOC Kensington Block Party Colour the night @ White Night Carlton Pool Party Midsummer (in)visible stall Underground Women's End of Year Party Only in the Fam Camp 7 (in)visible events Young men's Fitness and Nutrition Program 8 Melbourne International Film Festival Screenings 2 Parent Information Session Wear it Purple with CoM Pride Committee Invasion Day Banner Making		9 in person Kensington & Carlton Block Party's Young Men's programs (by YPL) Music Studio consultation Underground Young Women's program scoping for Kensington Developing guidelines on practices for engaging young people	
				Program locations	Event locations
				4 in Carlton 2 at Nth Melbourne Community Centre 1 in Kensington 1 in Melbourne CBD	Carlton Baths North Melbourne Community Centre The Venny Melbourne CBD

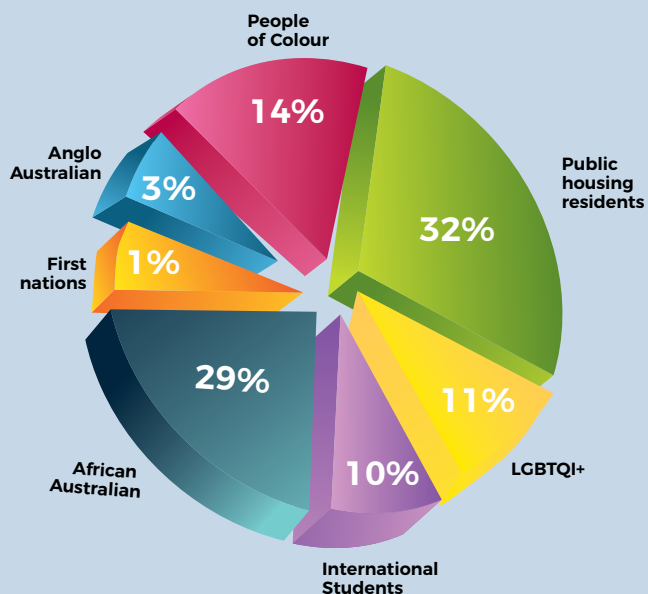
TOP 5 REASONS FOR SEEKING SUPPORT

Employment
Mental health
Advocacy with educational institution
Seeking support with legal matters
Housing

TOP 5 REFERRAL POINTS

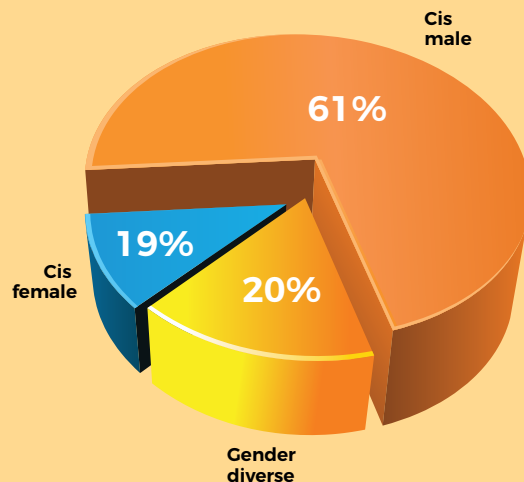
Community legal centres
Open doors @ 480 Lygon Street, Carlton
Yarra Housing
drummond street services
Queerspace

IDENTITIES & BACKGROUNDS OF YOUNG PEOPLE ENGAGED

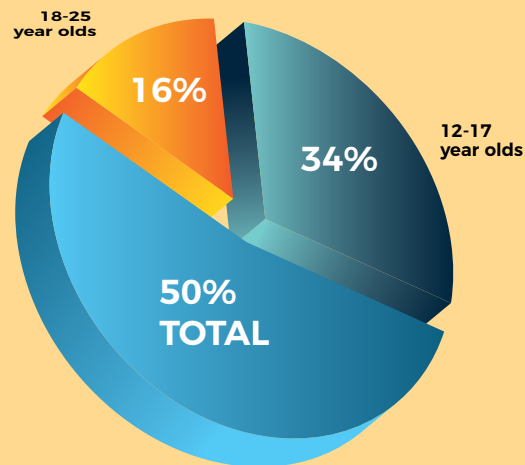


NOTE - intersectionality across multiple identities including young people of African background and public housing residents, and international students who identify as LGBTQI+

GENDER OF YOUNG PEOPLE



AGE OF YOUNG PEOPLE



Reaching out, showing care from afar

We've responded to social distancing requirements to prevent the spread of Covid-19 by supporting young people to remain safe and socially connected. We did this by redeploying resources to deliver care and activity packs.

Our care & activity packs have included a range of items to keep young people busy and support their wellbeing and schooling while at home. Items have included books, stationary, art & craft materials and fitness equipment. This was made possible through the generous donations from businesses and community.

Between March and June 2020 we delivered:

- » The City of Yarra team monthly care and activity packs to Collingwood, Fitzroy and Richmond young people – a total of 354 packs to 103 young people.
- » The City of Melbourne team working to the estates facilitate care packs for 691 young people and their family members
- » The (in)visible team delivered 40 care packs for Queer International Students connected to RiSN

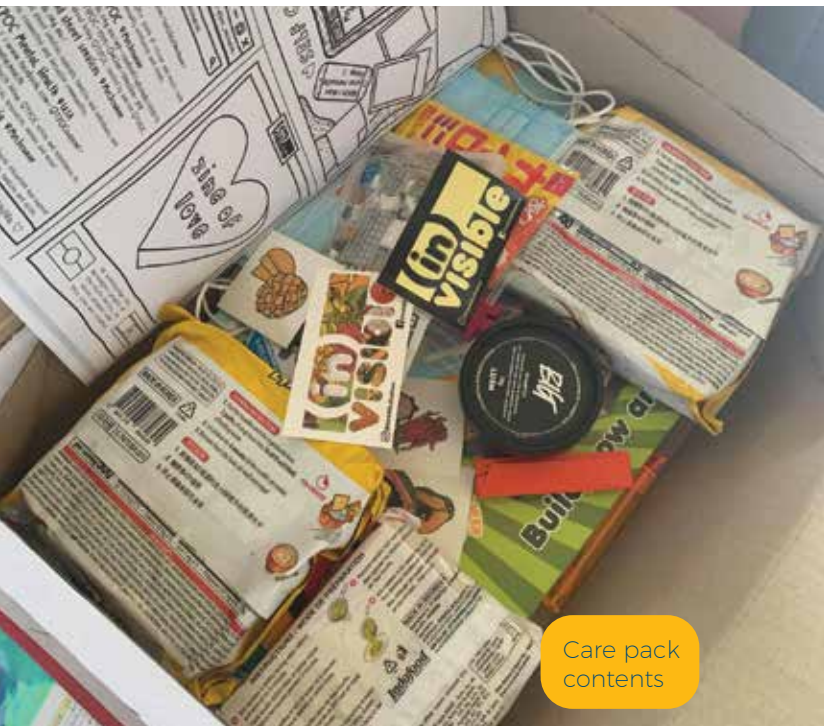
Young people have told us the care & activity packs brought joy and relief during the lockdown. It's our way of reminding the young people that we are thinking about them during these trying times.

We couldn't have done this without the support of 15+ donors and supporters. We'd like to acknowledge the following organisations for their donations to, or collaborating with us on, the distribution of items:

- » Allen and Unwin
- » Belgium Avenue Neighbourhood House
- » City of Melbourne
- » Carman's Kitchen
- » Collingwood Neighbourhood House
- » Harper Collins Publishers Australia
- » Helping Hoops
- » Ikea
- » Kensington Neighbourhood House
- » Lush Northland, Lush Melbourne Central and Lush Southland
- » Melbourne United
- » Nike
- » The Little Bookroom
- » The Wellington
- » Typo
- » Yarra Libraries
- » The Venny
- » YMCA Carlton Baths



Q.I.E. students
packing care packs



Care pack
contents

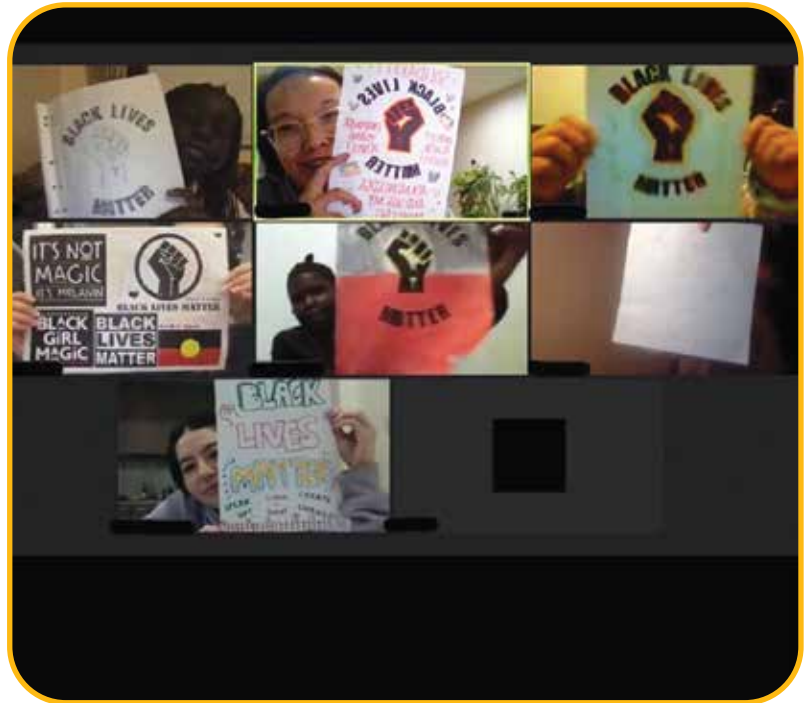


Getting a
care pack!

In April 2020 we moved our programs to the online realm since April 2020. It was a hard decision, but necessary to keep young people safe. We've been working hard to translate pre-existing relationships we have with young people and their families as they adjust to engaging with services, their peers and school remotely. Our programming is intended to keep young people connected and optimistic as Covid-19 changed everything.

By the end of April we were running 13 programs online:

- » Underground Young Women
- » Underground Young Men events
- » RYMS Online Catch Up
- » RYMS Live Music Sessions
- » Combined Collingwood and Richmond drop-in for Games Night
- » 5 mentoring groups
- » RisN queer English Classes
- » (in)visible events
- » Queerspace Youth
- » Instagram live Q&A discussions
- » FLN x the drum Craft Club
- » 3 Polaris/Place at the Table Mentoring Groups



We've continued to centre young people's unique strengths and experiences in our service design and delivery. Our Youth Peer Leaders and Peer Leaders have curated our programs and online engagement strategies including the popular Instagram Panels. We've redeployed program budgets for things like catering to fund young people to facilitate activities. We've used Insta-polling to hear from young people the activities and events they want during the pandemic.

Some young people are engaging online, others aren't. We are learning as we go and young people are definitely missing "in real life" programs; they tell us this all the time. We are continually adapting, with young people leading the way. Highlights have included:

- » Creating 37 paid roles for young people to curate and deliver online content
- » 105 young people connected to City of Melbourne engage with online closed groups
- » 2 highly engaging Instagram panels viewed 1021 times

We've had to be efficient, flexible, adaptive and reprioritise to respond to Covid-19. We've worked with internal and external partners to respond to young people. We bring a wide lens when responding, we work at the community level. At a practical level this has looked like:

- » Prioritising those most impacted by Covid-19
- » Participating in local level networks to identify community need and develop emergency response plans for inner city estates
- » Responding to acute social disadvantage with material relief in the form of food, brokerage, toys, craft activates
- » Supporting residents of public housing estates to self-organise
- » Engaging with health providers to do health promotion activities about Covid-19

Our work is intersectional, crosses generations and multi-faceted. We've made mistakes, but are always striving to improve the ways we work and collaborate with young people and their families.





Staff photo of the last time we did a team get-together!

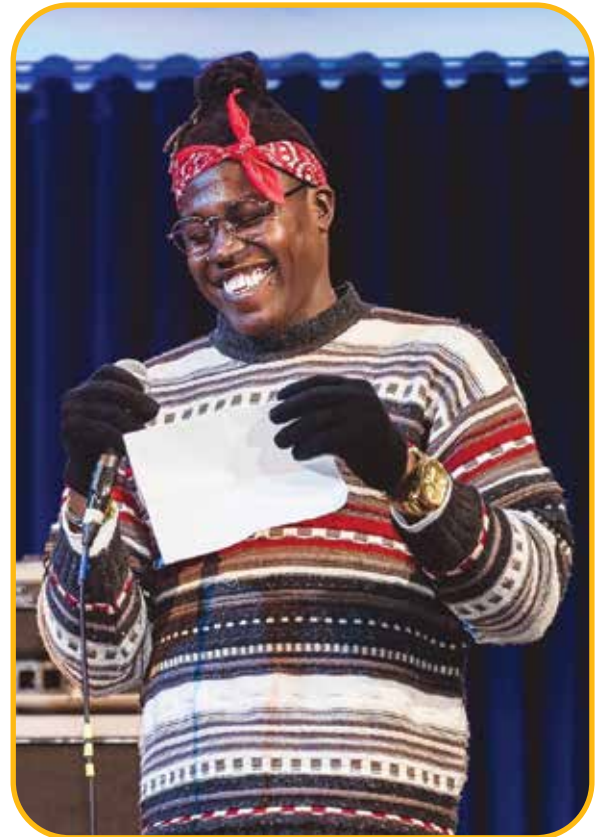
the drum delivers programs for young people and communities connected to Carlton, Collingwood, Kensington, North Melbourne & Richmond public housing estates. We also deliver activities for LGBTQI+, QTPOC and International students in the City of Yarra and City of Melbourne. The mentoring team delivers initiatives for young people and families across the wider Melbourne area.

Akolda Bil

Peer Leader (he/him pronouns)

Akolda is an artist, youth worker and community leader of South Sudanese background. Akolda spent his early childhood living in Egypt before settling in Newcastle, NSW in 2003, later relocating to Fitzroy in Naarm/Melbourne in 2011. Akolda recently finished his Diploma in Community Services and is driven by a want to work side by side and empower young people. He wants to be a positive male role model for his community, something he lacked when he was growing up. For Akolda, music, art and connecting with community has been important for his personal development and this motivated him to pursue a career in youth work.

In Akolda's wildest dreams, all young people have better opportunities and good role models in their lives. "I want young people to feel free and have a voice to speak about issues they and their communities experience. I want young people to be leaders."



Ali Abdalla

Youth Development Practitioner (he/him pronouns)

Ali is passionate about young people in his local community and making sure that the younger generation have access to more diversified resources. He really enjoys and seeks to create connections for young people through supports, services and opportunities.

Bexx Djentuh-Davis

Senior Youth Development Practitioner (she/her pronouns)

Bexx is a Ghanian/Maori (Tainui, Ngati Maniapoto) woman from Aotearoa. Over more than six years, Bexx has curated and supported events around her community. A freelancer for events (stage managing, visual/digital editing, curator) working mostly with community groups, Bexx also co-founded ALTERITY collective and is a director for LISTEN.org. Bexx has prioritised QTPOC communities through engaging with topics of inclusion, accessibility and art practices. Bexx supports young people to connect with their people and wider community resources.

Bexx' wildest dream is to ensure young people are prioritised in anything that is made for them. That we as older people support them in whatever they would like to do, without discrimination. That we remind them of and nurture them to grow with what tools they have.

Chantelle Higgs

General Manager of Youth and Community (she/her pronouns)

Chantelle utilises her experience co-developing, delivering, and coordinating innovative social change activities and campaigns to support and enable the work of the youth, community and the drum team. Drawing from her passion for working alongside young people deftly navigating structural barriers, and from theoretical knowledge from a Masters in Sociology (by research), she remains committed to identifying and responding to these systemic challenges. Young people continue to inspire and teach her.

In Chantelle's wildest dreams young people would be surrounded by adults who show them positive regard, are fierce in their commitment to doing the work required to dismantle white supremacy and other forms of privilege and help to redistribute power and resources for their visions to be achieved.



Christobel Elliott

Youth Development Practitioner (she/her pronouns)

Christobel is a vocalist, music producer, creator and youth worker born in Meanjin (Brisbane) with a Sudanese, Eritrean, Egyptian, Greek, English, Norwegian and Scottish cultural background. She has a Bachelor of Psychology and strong connections to the Fitzroy, Collingwood and Richmond communities. Christobel believes that having a creative outlet is crucial to wellbeing and is passionate about engaging young people through music, fashion and the performing arts.

Christobel's wildest dream for young people is for them to be given the space and support to be leaders in their own stories. "I want young people to believe in themselves and their abilities and be confident to explore and learn about the parts of themselves that makes them unique."



Claire Bostock

Peer Leader (they/them and she/her pronouns)

Claire Bostock is a queer, gender diverse person of colour passionate about dismantling oppressive social systems and empowering the voices of young queer people of colour. When Claire isn't hitting up a dance floor or trying different looks, they're curled up in bed trying to knit beanies for their friends. Through previous volunteering, Claire strives to ensure that young queer people of colour are pushed to the front. In Claire's wildest dreams is "to be able to exist without having to prove the worthiness of my own existence, or the existence of the people around me. I dream of abolishing the structures and systems that demand this proof of worthiness."

Fardowsa Nur

Peer Leader (she/her pronouns)

Fardowsa is a young leader who remains active in her local community through volunteering and her work as a Youth Peer Leader with the drum. Fardowsa loves working with people. She has experience in early childhood education, having recently completed her Diploma in Nursing. She describes her role with the drum as “a dream come true”. She is a strong believer that young people need to use their voices to help their peers and communities. Fardowsa was born in Kenya and lived there before moving to Collingwood, Naarm/Melbourne where she still lives. She is a passionate Collingwood Football Club supporter and loves escaping to the countryside on her days off.

Idil Ali

Senior Youth Development Practitioner (she/her pronouns)

A passionate advocate for the local African and Muslim community, Idil seeks to guarantee the drum's work supports community-level self-direction and autonomy. Idil is committed to ensuring young people have access to leadership and participation opportunities, that organisations deliver these, and they provide inclusive and affirmative pathways. Idil remains dedicated to building solidarity across communities marginalised by imposed social categories and to making a sustained difference.

Mohamed Chamas

Peer leader – website and social media (he/they)

Mohamed Chamas is a digital designer interested in semiology, spiritual practice, language, identity formation and therapeutic creative expression. They are an Honours' graduate from RMIT in Media and Communications.

“My wildest dream is to change – for the better – the way we regard ourselves in relation to our environments through arts and design. A memorable moment during my time as a Peer leader was when I was connecting with my community and holding a space for their wellbeing. During a bittersweet final event, I felt what I was doing was truly meaningful and able to directly and effectively help people in need. “

Mo Musil

Project Coordinator – LGBTIQ Mentoring (they/them pronouns)

Mo is a queer/trans person. They are part of the *Polaris Mentoring* project which creates community-led, autonomous support networks for queer and trans people. Mo brings a passion for re-defining health care and drawing upon intergenerational wisdom within the queer and trans community. Mo holds a Bachelor of Social Work and has worked with survivors of violence in crisis response and prevention initiatives, youth homelessness and in mental health.

Ruby Cameron

Project Coordinator – LGBTIQ Mentoring & Youth Development Practitioner (they/them pronouns)

Ruby is a Bundjalung, queer & trans person who is passionate about community-led activism and excel spreadsheets. Their work is focused on empowering young LGBTIQ+ people and challenging the structural and systemic frameworks of oppression through decolonising practices. They hold a bachelor's degree in social science and have worked in mental health, alcohol and other drug support services. Ruby is the lead worker of the *Queerspace Youth* and co-coordinates the LGBTIQ Mentoring (*A Place at the Table* and *Polaris*) programs.

Sandra Tay

Youth Services Coordinator – City of Yarra (she/her pronouns)

Sandra is a Chinese-Singaporean migrant and youth worker living and working on Wurundjeri land. She has a Bachelor of Arts, majoring in Media & Communications and Screen & Cultural Studies, a Master's in Public Policy and has worked with children and young people on inner-city public housing estates since 2013. Sandra is experienced in youth advocacy and champions a youth-led approach in her work. When she isn't working or volunteering in the community, you'll find her watching footy, op shopping or sewing.

In Sandra's wildest dream, no child or young person is left behind because of circumstance. She wants every young person to have equal opportunities to participate in community and, if they wish to, become leaders.

Samy Ibrahim

Peer Leader (he/him pronouns)

Samy brings to our work a passion to enable young men to expect and achieve prosperity for themselves and those around them with a focus on sustainability. Samy is a firm believer that emotional intelligence is one of the most vital aspects of development, skill building and person's capacity to sustain themselves in everyday life. Samy enjoys working with communities, believing that building up emotional intelligence requires a level of exposure to the communities he works with. He aims to provide a positive, supportive environment to nurture others so they can grow.



Shan Berih

Youth Peer Leader (he/him pronouns)

Shan is a 20-year-old youth peer leader from the North Melbourne Estates. An active community member and volunteer for many years, Shan has a very strong connection to the local community and been involved many of the drum's programs. Being young person herself, Shan uses her knowledge and understanding to better **the drum's** responses to young people's needs and wants.

Siân Thomson

Youth Development Practitioner (she/her pronouns)

Siân works alongside young people to create programs aligned to their aspirations, strengths and wellbeing. She strives to foster an inclusive space for young women to have fun, try new things, develop their talents and connect with each other. Siân is determined to bring in community-lead initiatives and link young people to leadership opportunities. She has experience working on programs that confront stigma and embrace cultural diversity. In her spare time, she enjoys dancing, listening to music, cooking, reading books about human rights, social justice and racism, and playing with her young kids.

Sabrina Adem

Peer Leader (she/her pronouns)

Sabrina is passionate about her local community. In addition to her work with the drum she's been an active volunteer in surrounding areas for several years. Sabrina speaks two languages and understands three.

Shukura Chapman

Youth & Family Practitioner (she/her pronouns)

Shukura is a queer woman of colour using her experience to support young people discover and develop their passions and life skills, connect with community and focus on improving their mental health and wellbeing. Shukura has a background working in LGBTIQ family violence and in empowering young people through skateboarding programs and music workshops. Shukura has qualifications in community development and strives to work inclusively with young people of all backgrounds and identities. She uses a gentle, empathetic and trauma-informed approach. In her spare time Shukura enjoys playing guitar, shooting hoops, making beats, ceramics, cooking and reading.



Dalilah Thalib

Coordinator of programs on City of Melbourne Estates (she/her pronouns)

Dalilah joined **the drum** in October 2019, bringing her back into youth-focused work after running programs for asylum seekers and other migrant communities. Working in mental health and wellbeing for the previous five years made her realise she most enjoyed working with young folks. Dalilah is a bit of a process nerd; she loves creating tools and systems to make admin easier and less time-consuming. Dalilah is really interested in supporting young people find employment and is happy to review resumes and give interview coaching for all kinds of work. Outside work Dalilah loves to bake (ask her about salted chocolate brownie cookies) and take impromptu road trips all over regional Victoria, especially to local art galleries and bakeries!

In Dalilah's wildest dreams, Youth Peer Leader roles become a regular feature in all community service organisations and in other industries.



Djirri Djirri dance group with Dalilah and Idil at the Carlton Block party

Our funders



Our donors

- » Two Birds
- » Lush
- » City of Melbourne Libraries
- » Pride and Equality network
- » Allen and Unwin
- » Belgium Avenue Neighbourhood House
- » Carman's Kitchen
- » Collingwood Neighbourhood House
- » Harper Collins Publishers Australia
- » Helping Hoops
- » Ikea
- » Kensington Neighbourhood House
- » Lush Northland, Lush Melbourne Central and Lush Southland
- » Melbourne United
- » Nike
- » The Little Bookroom
- » The Wellington
- » Typo
- » Yarra Libraries

Youth Peer Leaders & former staff shaping our work

- » Anyaak Abiel
- » Bobuq Sayed
- » Reem Mohamed
- » Wafa Musa
- » Yasmin Rose Simosen
- » Zak Farah
- » Saeed Hersi

Drop the Beat team



Our believers and fearless champions

Helen Marcou, Bakehouse Studios

Janelle Morse, Morse Code

Joshua Taveres

Karen Field & Robert Riccioni,
drummond street

KLP

Krystel Bendle & Maria Tohill,
City of Melbourne

Lizzo

Ntombi

Olivia Allen & Rupert North, City of Yarra

Paula Butcher, YMCA

Remi Kolawole



Our volunteers

Students, who enriched our work

- » Ali Choudhry
- » Alisha Aloe
- » Anastasia Roussis
- » Ben Schuetz
- » Cameron McCrae
- » Christine Allawu
- » Idil Ali
- » Jacinta Nabukeera
- » Jarrad Butcher
- » Jason Voss
- » Jayden Pinn
- » Jayden Walsh
- » Jessica Harris
- » Kathleen Duffy
- » Korra Koperu
- » Louie Miller
- » Neil Cabatingan
- » Nico Taylor
- » Olivia Jansz
- » Patrick Salima
- » Penny McConvell
- » Remi Kolawole
- » Sasha Hodge
- » Sean Jeffery
- » Selina Yi Zhao
- » Sirak Keeghan
- » Thao Ly
- » Tae Wootton-Tasker
- » Yasmin Rose Simonsen
- » AJ Duot
- » Mashood Qureshi

Community engagement and community partners

- » Australian Muslim Social Services
- » Baasto
- » Baker Boy
- » Belgium Avenue Neighbourhood House
- » Capital City Local Learning and Employment Network
- » Carlton Baths
- » Carlton Local Area Network (CLAN)
- » Carlton Primary School
- » Church of All Nations (CAN)
- » City of Melbourne Family Services
- » City of Melbourne Libraries
- » City of Melbourne Recreation and Leisure Services
- » City of Melbourne Youth Network
- » City of Yarra
- » CoHealth
- » Collarts
- » Collingwood Neighbourhood House



(in)visible cooking
class making
traditional vegan food

- » Collingwood Underground Disco
- » COM Community Engagement
- » Department of Human Services
- » Drummond street
- » Flemington Kensington Legal Centre
- » Front Yard
- » Good Cycles
- » Helping Hoops
- » High Rising Hip Hop
- » Hotham Mission
- » JUDAH
- » The Huddle
- » IMAAP
- » Inner Melbourne Community Legal
- » Inner West Children and Youth Network
(formerly Kensington Children and Youth Committee)
- » Islamic Youth
- » Jesuit Social Services
- » Junglepussy
- » Kathleen Symes Library and Community Centre
- » Koorie Heritage Trust
- » Medley House, University of Melbourne
- » Melbourne Arts Centre
- » Melbourne International Film Festival
- » Melbourne University
- » Minus 18
- » Moonee Valley City Council
- » Netball Victoria
- » North Melbourne Area Collective (NAC)
- » Our Place

- » Polytechnic
- » Pookie
- » Probuild
- » Queerspace
- » Reclink
- » RiS'N
- » School Focused Youth Services
- » SIGNAL
- » Signal
- » St Josephs Flexible Learning Centre
- » St Josephs Primary School
- » Strong brother, strong sister youth org
- » Study Melbourne
- » Surf Life Saving
- » The Huddle
- » The Push
- » The Wellington
- » The Venny
- » Tilde Film Festival
- » Ubuntu
- » University High
- » Victorian Aboriginal Child Care Association
- » Visionary IMages
- » Whosane
- » Yarra Libraries
- » Yarra Youth Services
- » Ygender
- » Youthlaw
- » YMCA Kensington
- » YSAS
- » Zoe Belle Gender Collective



