



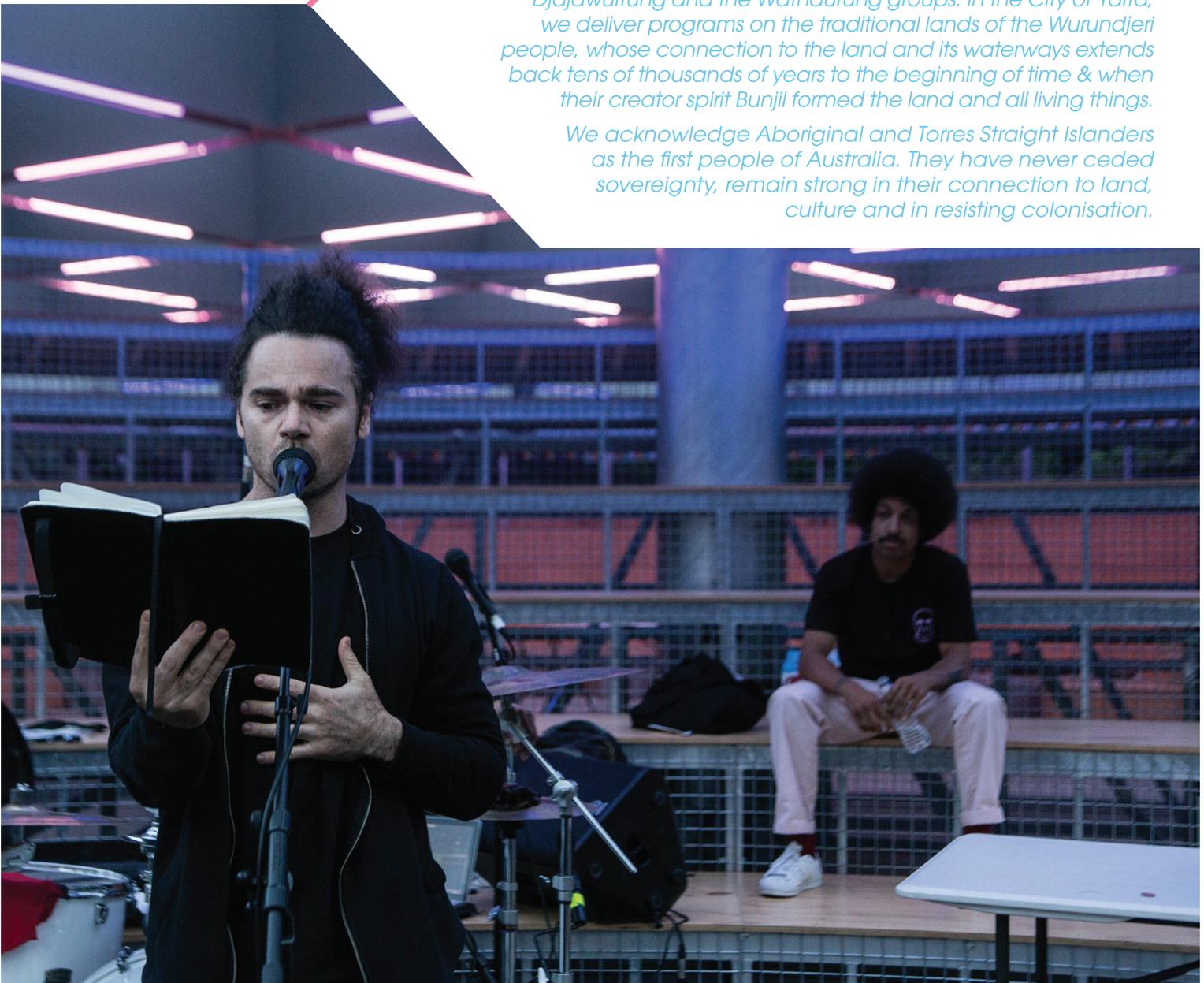


## Acknowledgement of Country

*the drum* respectfully acknowledges the Kulin Nation as Traditional Owners of the land we currently deliver programs and services on. Naarm, the land of the Kulin Nation, now known as Melbourne has always been an important meeting place for events of social, educational, sporting and is of cultural significance for First Nations people.

*In the City of Melbourne, we deliver services and programs on the lands of the Wurundjeri, Boonerwung, Taungurong, Djajawurrung and the Wathaurung groups. In the City of Yarra, we deliver programs on the traditional lands of the Wurundjeri people, whose connection to the land and its waterways extends back tens of thousands of years to the beginning of time & when their creator spirit Bunjil formed the land and all living things.*

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



photograph by Bec Capp  
@bec\_cappuccino

Cover photograph  
by Bec Capp  
@bec\_cappuccino



Zack Ahmed Photography

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# Listen to the experts. Listen to young people.

## The future is being led by young people

Young people are experts. They hold rich knowledge about what matters to young people. They know much about the complexity of growing up in today's world. They understand how young people navigate their reality. They have a clear vision for the world they wish to live in. They want and need to contribute to the realisation of a community where the potential of their peers is supported by youth services.

As decision makers, young people are increasingly viewed through this lens.

State and Local Government's have now formalized a commitment to processes such as co-design in the youth services sector and this is obliging services and policy makers to situate young people at the center of their service design. This significant move is shifting our sector away from relying on youth advisory committees, to more innovative, equitable and substantial ways to enable young people's participation. It's a clear shift in decision making from adults and experts alone, towards the inclusion of young people.

Our Youth Peer Leader model is reflective of these broader changes. We believe our model demonstrates what is possible when young people assume equal positions in decision making. We know that we're influencing the work of others by providing evidence of our model's potential. We also believe that our approach has correlated with the growth in our service provision over the last four years - increasing our reach to young people. But most importantly, we're confident that having young people in paid roles, co-designing our service, has brought our youth work practices into 2018.

## Re-framing the margins of power

An important and essential step in centering young people in active forms of decision making is the involvement of young people who are marginalised by history, unconscious bias and wider social inequity. Young people who have been without access to institutional power and voice from decision makers.

Prioritising affirmative action to create pathways to power and decision making for these young people is critical. Positive pathways to decision making are essential to achieving the structural changes necessary to transform our society into a more equitable place. This is what young people consistently call for, and they are bold, forthright and visionary in the change they want to see. For this reason, our service continues to create Youth Peer Leader positions for young people identifying as a First Nation person, a person of colour and/or Lesbian, Bisexual, Gay, Transgender, Intersex (LGBTQI), a public housing resident or international student. Increasing the resources available to our Youth Peer Leader program has seen young people from our identified communities attain increased access to power.

This shift in power has seen our work on the ground redirect resources to parts of the community most frequently overlooked. Consequently our service delivery continues to improve. Evidence for this includes ethical engagement, a strengthening of our efforts to embody de-colonial practices and our ability to respond to the intersectional needs of young people. This has re-centered our solidarity with First Nation people's in all our work - from team practices, through to program design, to partnership formation and driven our goals in 'Only in the Fam' (OTF), and the planning of a BBQ by the (in)visible crew.





## Youth leadership at the intersections

Through the leadership and vision of young people, our service has become more responsive to young people marginalised by the service system and social forces. This includes those young people living with intersectionality – including queer and transgender young people. This accountability has ensured that we prioritise and deploy resources towards Queer and Transgender People of Color (QTPOC) young people – and in the process acknowledge and address the historical legacy of underfunding, or rendering invisible, the experiences and needs of QTPOC where ‘race’, culture, ethnicity or religiosity hasn’t been explicitly considered, or demonstrated by youth responses to the broader LGBTQI+ community

Our efforts and methods to engage young people growing up on inner-city public housing estates is also continuing to evolve. With passion, creativity, flexibility, tenacity, and vision, our Youth Peer Leaders in this space have forged connections which have seen a move away from a sole reliance on sport to engage young people. We now use art, performance, dance, reading groups, collectives and community organised advocacy to build solidarity and bonds across young people from diverse backgrounds and different estates. Sport remains a vital tool, particularly for cis<sup>1</sup> young men’s programming, young men of color, and those from lower socio-economic groups by providing opportunities for young men to supersede social and racial disparities

through sport. We believe we should also be looking beyond this modality to increase young men’s confidence and connection with other opportunities and resources.

**We consider our workforce, comprised of young people, to be experts. Accordingly, this annual report centers their views, experiences and knowledge. Their perspectives and learnings ensure that we not only consider what has been achieved in the last twelve months, but what is possible when young people are resourced to lead. It also sets the tone for what our service sets out to achieve over the next one, two and three years.**

### OUR youth peer leader model

- Gives young people the capacity to influence their local community
- Drives systemic and societal transformation
- Creates positive role models for young people
- Increases connection between the drum and young people
- Drives pathways into supports and opportunities for young people

1. Cis refers to people whose gender identity matches their sex. *The drum* uses this terms to ensure we don’t ‘other’ transgender and gender diverse community members

## About the drum youth service



Our youth service is unashamedly innovative and designed to drive change within youth services. Consequently, our model creates opportunities to amplify the views and experiences of diverse young people and create platforms for the voices of those young people to be heard by the broader community.

Open to all, but assertively engaging and responding to young people who are marginalised or who experience discrimination, our model uses activities, events and opportunities to reduce the negative social forces and to increase the opportunities available to young people so they can realise their hopes and aspirations. Our youth service delivers responsive, intentional and evidence-based services within a public health framework to build protective factors and resilience amongst young people, their families and communities. Historically, we have delivered this through three primary interventions; promotion and prevention, early intervention and intensive intervention and treatment.

Our vision is for all young people to:

- Reach and express their full potential
- Access social, economic and creative opportunities
- Be active co-creators in their local neighbourhoods and communities
- Navigate and safely use public spaces and resources
- Be contributors and influencers in their peer groups, their neighborhoods and their communities
- Share and exchange knowledge and skills
- Be active in their neighbourhoods

Our team's values, which drive our service delivery model include:

- Social Justice
- De-colonisation
- Accountability
- Critical Practice
- Compassion & Respect

### We've grown

Funded by the City of Melbourne since 2009, our youth service in Carlton/Parkville has demonstrated a capacity to successfully engage young people experiencing marginalisation. We've achieved this by providing universal and targeted programs. Our programs have included homework clubs to support educational and vocational opportunities, alongside gender specific programs, including Underground Men and Underground Women – in response to the cultural context that these young people live in. Our efforts have also been directed towards assertive engagement of LBTQI+ and QTPOC young people in pro-social recreational and creative activities.

Previously funded primarily by the City of Melbourne to deliver youth services in Carlton and Parkville, we have grown to deliver youth services beyond our Carlton borders. Since 2014, additional grants have enabled us to:

- Provide youth services on the Richmond and Collingwood public housing estates from 2017 – 2020 with funding from City of Yarra
- Introduce FreeZA youth led alcohol and drug free events across the wider City of Melbourne municipality between 2016 – 2018 with funding from the Victorian Government
- Become the youth service provider for the wider Melbourne municipality (including Kensington, North Melbourne & the CBD) from 1 July 2018 with funding from the City of Melbourne
- Develop the (in)visible peer project for Queer and Transgender young people of colour (QTPOC) between 2016 – 2018, with funding from the Victorian Multicultural Commission

# Youth Peer Leader Program 4 Years Strong

Funded by City of Melbourne to deliver youth services in Carlton Parkville

- the drum commits to affirmative employment opportunities for young people



2009

Year of change, more ambitious & strength based

In mid-2014 we reflect on the importance of equity for YPL opportunities for the other communities we assertively engage - LGBTQI and/or international students.

Subsequently, we introduce:

- A structured 12 month paid position to pilot the new model
- Comprehensive in-house YPL training, community consultation & program development & delivery
- 3 YPL positions are funded by CoM
- 1 YPL position is funded by HEY Grants (State Government) to design and deliver a Gender Diverse Holiday Program
- Erik, Idil, Kelvin & Zakaria were appointed as our 2014/15 YPL

Through the creativity, expertise and insight of our YPL we:

- Identified engagement opportunities for young people from different communities and conceived VoiceFest
- Secured FReeZA funding for VoiceFest.
- Ran Victoria's first Gender Diverse Holiday Program
- Collaborated with Zoe Belle Gender Collective to deliver PD for youth services on affirmative engagement with transgender & gender diverse young people
- Grew attendance of young women's program by over 50%



2013/14

Youth peer leader positions created

Part-time YPL employment positions are created for young people from the Carlton Public Housing Estate

- Amina, Amira, Wafa & Abdalla were appointed as our 2013/14 YPL
- YPL co-deliver programs at the Underground
- YPL works with the family services team to develop health, wellbeing & fitness programs for African parents
- Review of the YPL program teaches us that opportunities to experience different roles & program activities is needed
- The YPL join team activities including planning & evaluation

Having internal & external influence

Erik graduates from their YPL position & commenced work on the Gender Diverse Holiday Program

- The Gender Diverse Holiday Program becomes embedded in the wider holiday program
- We dig deeper, auditing and recommending changes to our recruitment procedures and HR policies to create a more affirmative work place for young people of colour, transgender & gender diverse young people
- Idil graduates from her position as a YPL, and takes the lead on VoiceFest
- YPL's Rory & Awatef consult with 100+ young people and local stakeholders to produce a report on the aspirations & challenges faced by young people in Carlton/Parkville.
- Advocacy for a youth space in CoM commences

Growing & deepening through an intersectional lens

We are awarded the City of Yarra tender to deliver the youth services on the Richmond and Collingwood Estates

- We evolve to respond to the needs of QTPOC young people
- Erik & other young people apply for VMC funding to establish a program for our QTPOC
- VMC funds the (in)visible project & 2 more YPL roles
- Led by Ripley, (in)visible is launched
- Daisy & Bobuq join the YPL team
- We successfully tender for delivery of a YPL program in CoY on the Richmond & Collingwood Estates
- In partnership with CoY and the drum, Rory launches Queerspace Youth, a program for 18- 25 year old LGBTQI+ young people
- YPL's train new YPL's
- We collaborate with CoY Youth Services to launch and train a YPL program



2017/18

Increased resourcing of young people's vision

- (in)Visible secure a HEY grant to create the 'OMG I am a QTPOC'
- Jamira secures a Youth Week grant to run arts activities on the Carlton Estate
- Funding for 'Only in the Fam' (OTF) project is achieved Jamira, Reem, Mubarek, Nyayoud, Abdi are appointed as YPL's
- First Call Arts Fund contributes \$5K towards VoiceFest
- VoiceFest#2017 is held at MPavillion, bringing together 5 leading artists & engaging 500+ people
- A BBQ/Intergenerational event is held at Testing Grounds
- (Icon for funding) Commonwealth Bank makes a \$10K donation to Queerspace Youth
- Senior Youth Development Practitioner positions are created

City of Melbourne awards us the contract to deliver youth services across the municipality including Kensington and North Melbourne Public Housing Estates and the CBD

## Responsive, flexible & youth led: VoiceFest



In response to consultation from diverse groups of young people in the City of Melbourne in 2016, VoiceFest was designed to centre young people of colour and young queer folk. It recognises and responds to intersectionality. Led by young people, VoiceFest's activities are informed by the wants and needs of those young people marginalised by racism, homophobia, transphobia and Islamophobia.



Whilst recognising that targeted programs are important for youth development and participation, programs and events that connect young people with different identities and lived experiences is also vital. Driven by Youth Peer Leader, Idil Ali, VoiceFest was successful in securing FreeZA funding for 2016-2018. It is hoped that VoiceFest will continue beyond 2019, with a pending FreeZA application.

The last twelve months has allowed for the confidence and strength of VoiceFest to grow and solidify. Shifting from a Committee to a Collective decision making model, the engagement of young people has changed for the better. Providing for greater diversity in how young people engage in the decision making, planning and delivery of events and the skills they can bring, it also signals a shift in our ethos. In the last twelve months we've had 19 young people involved in the Collective.

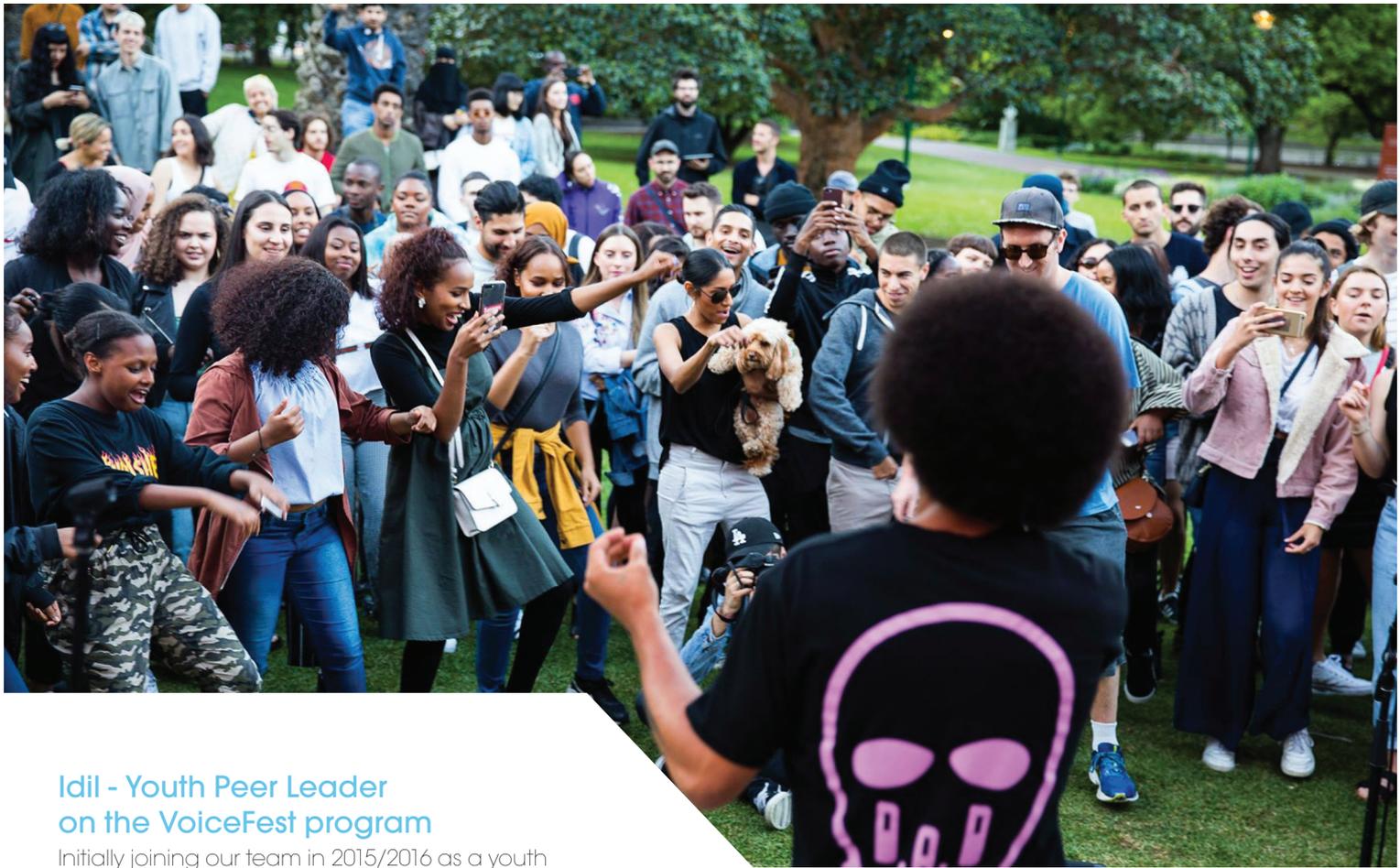
Typically running smaller community events to target specific parts of the community, we work in partnership with other groups and services to build momentum for a 'headline' style event. Voicefest 2k17 held in October at the MPavillion, featuring artists with national profile including Neil Morris (of DRMINGNOW), Kaiti, Baro, Remi, Kye, KG along with the Dig deep crew, DJ Dee Luscious and members of the Colored Toungue (Spoken Word) collective. These incredible artists performed across the day for more than 550 people.

The collective was extremely proud of the event and its success has given rise to even bigger dreams and aspirations for future events. Whilst the FreeZA funding and resources from the COM Youth Service made this event possible, additional funding from the Arts Centre of Victoria was vital.

As the Collective grows ever more confident, and others within the youth sector realise our strengths, we've been increasingly invited to share our learnings and methods. Youth Peer Leader, Idil Ali, spoke at a PUSH professional development day about VoiceFest and its approach to youth participation (the collective)

You can see more about the big Event in October by visiting the VoiceFest facebook page [https://www.facebook.com/pg/VOICEFESTdifferenceisstrength/photos/?ref=page\\_internal](https://www.facebook.com/pg/VOICEFESTdifferenceisstrength/photos/?ref=page_internal)





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## Idil - Youth Peer Leader on the VoiceFest program

Initially joining our team in 2015/2016 as a youth peer leader, Youth Development Practitioner, Idil Ali, employed her passion for creative methodologies to engage young people and to respond to intersectional realities through the development of the VoiceFest program. With increased responsibility for this program and her continuing efforts to engage young women, Idil shares her commitment to social justice in the youth sector.

According to the young people involved in VoiceFest, this initiative has taught us:

- That our values are vital
- We can't partner with anyone who's values don't align with ours
- We understand that we don't represent all young people and never will - but that consultation with young people will always be at our core
- That the journey is as important as the event
- To focus on quality, rather than quantity of events
- A collective (rather than committee) centres young people better in the planning and decision making processes
- The collective must make all the decisions
- For the collective to be viable and engaging, it needs to be about learning valuable event planning and life skills, whilst being enjoyable

As we look to 2019 and beyond, we need to remain steadfast in our mission to engage communities that don't have the privilege of attending and/or performing at art and music events, or who might avoid festivals because of discrimination. We also see the importance of using our platform to connect young people to services that benefit them.

We have a responsibility to uphold our values. This means that for VoiceFest to centre young people who face multiple barriers we must be:

- Authentic
- Ethical
- Youth led
- Expressive
- Art and music based
- Flexible and responsive to young people's needs and wants
- Provide developmental opportunities for young people in the organising collective
- Actively strive for inclusion

Doing this will ensure our events connect people, strengthen community, and challenge the un/conscious bias that the young people we engage face.

# VOICEFEST

## 2K17




**MPAVILLION**

**2-8PM, SATURDAY**

**OCTOBER 28**

**DIFFERENCE IS STRENGTH**

FREE ENTRY // ALL AGES EVENT //

## Innovative, affirmative & youth led: (in)visible

*'The best part of the event was connecting with elders and young people of various Indigenous backgrounds and experiences, something I didn't have as a teenager. (I) really appreciated this time across generations'*

A peer leader program designed to address the multiple social positions that young people hold, (in)visible seeks to make young people with a religious, cultural or ethnic diverse identity, *and* who also have a queer or gender diverse identity (QTPOC) visible.

Building on the capacity of QTPOC, and utilising funding from the Victorian Multicultural Commission and resources from City of Melbourne Youth Services Funding, (in)visible draws on peer leaders to assertively engage young people to hold regular activities to increase positive engagement and participation of QTPOC. Central to the project's ability to do this is the use of lived experience by our young QTPOC. Funding was used to create Youth Peer Leader positions as a tangible commitment to investing in the leaders of this community, and ensure that the project is *'by and for'* our QTPOC. The knowledge of our Youth Peer Leaders and the learnings from the project are being utilised by LGBTQI+ *and* youth and multicultural services systems to strengthen their responsiveness to QTPOC. Driving greater visibility of QTPOC, (in)visible seeks to ensure that there are sustained efforts directed towards building organisational capacity for culturally and religiously safe spaces and services for QTPOC.

Through recognition and response to young people's wellbeing, (in)visible encompasses multiple social positions to further institutional

efforts towards cultural sensitivity and racial inclusion. It also seeks to make visible 'racial diversity' by centering African, Arab, Asian, Caribbean, Latin, South and Native American, Pacific Islander, Roma and Sinti, mixed heritage and other emergent communities, including refugee and asylum seekers in the multicultural and LGBTQI+ services systems which have made considerable gains in acknowledging the migrant histories and positionality of post-World War II diasporas.

With HEY Grant funding secured in 2018 the (in)visible team is leading the development of the resource "OMG I am QTPOC". This *Living Intersections* project is building on the relationships and strengths of (in)visible to develop a consultative resource that will build social connection through increased knowledge of living intersections, knowledge of how to be culturally affirmative, and where QTPOC can go for support.



programs for young queer and trans people of colour and queer people practising a religion

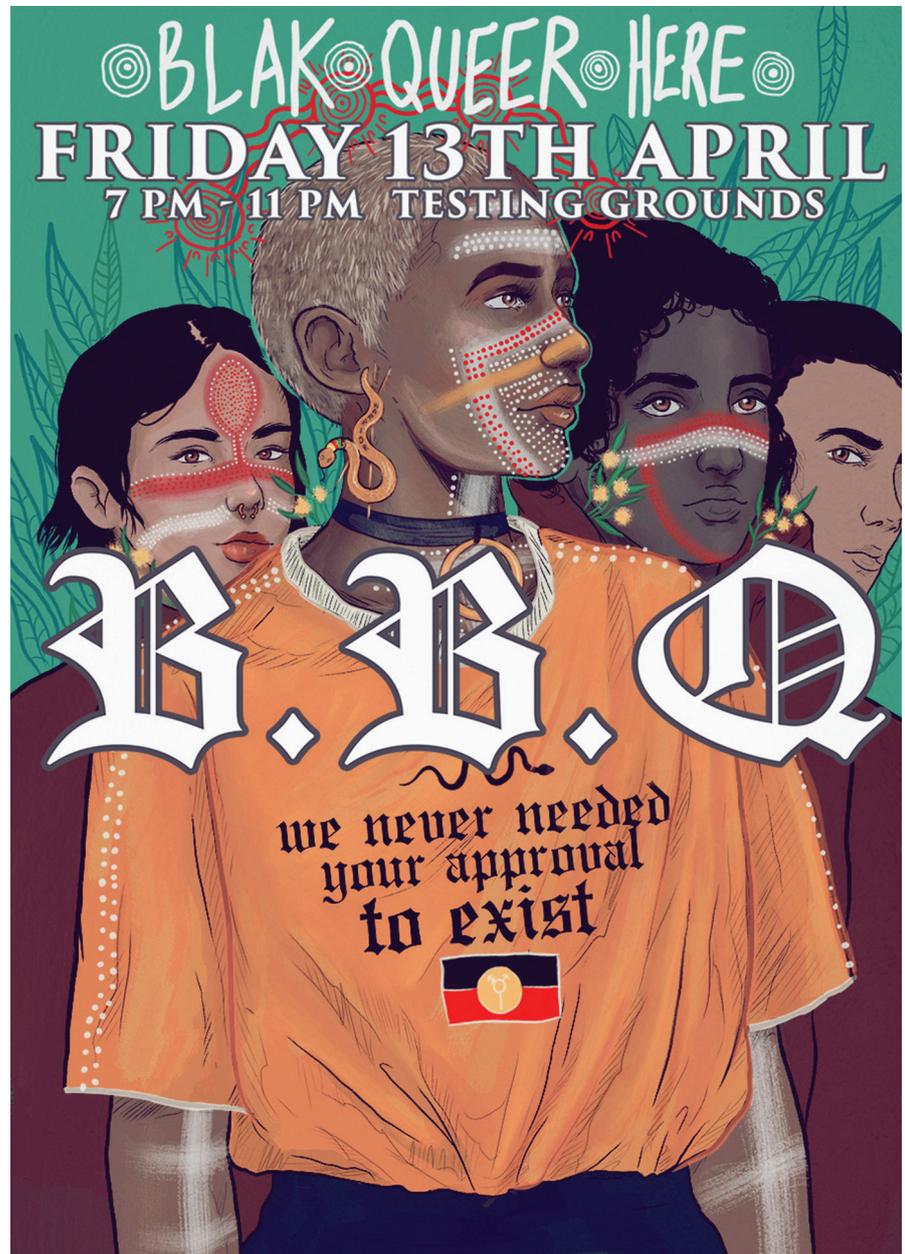


## Bobuq - Youth Peer Leader on the (in)visible project

In June 2018 Bobuq stepped into a Youth Development Practitioner role. Having successfully navigated the complexities of delivering the (in)visible project in a peer worker position, Bobuq will lead our engagement of QTPOC young people and international students with City of Melbourne funding. Bobuq will continue to develop the HEY grant funded resource "OMG, I am QTPOC" in collaboration with other young people. This is Bobuq's experience.

Over the last 15 months, I have worked on building a pilot community support program across the City of Melbourne - (in)visible, aimed at celebrating and engaging young queer and transgender people of colour, including those with a religious identity. Existing advocacy and activism around this intersection has historically been underfunded, unrecognised, or lived experience representation has been entirely absent. As such, we (Daisy, Ripley and I) identified early in our role the importance of the work we were doing and the necessity of consistency and respect.

My fellow Youth Peer Leader and I arrived into the position with the opportunity to design a program and learn the ins-and-outs of participating professionally in an office space. It is empowering to be actively listened to in how service providers should respond to community. Despite having no experience in an office setting, the program's co-design elements meant that the Youth Peer Leaders could offer feedback and *tweak* the specificities of what the Victorian Multicultural



Commission funding sought as "outputs". It also allowed for the best interests of our diverse communities to be responded to.

The challenges of (in)visible have included gaining the trust of community leaders among cultural groups and negotiating the importance of autonomous People of Color (POC) specific spaces from LGBTIQ+ initiatives and organisations. This process of connecting meaningfully with many factions and stakeholders with varying interests and capabilities has taught us valuable lessons about the multivalent nature of the sector. By doing community organising within the infrastructure of a social and family services organisation, we mobilised learning as a two-way street. Youth Peer Leaders gained competency, working professionally and participating in formal protocols, and other staff gained access to perspectives that better facilitate their own service delivery and exposure to diverse and intersectional young people.

*"A few people from particular backgrounds that intersect with mine wanted to connect with our heritage and work out ways of belonging."*

# Connections, opportunity & youth led: Queerspace Youth

Queerspace Youth is for Queer, Trans, Intersex, Gender Diverse or questioning people aged 18-25 years old. It creates regular events including mental health and sexual health workshops, movie nights, art and music workshops as well as skill and capacity building activities where our youth can hang out, make new friends and build community.

Successfully launched in September 2017, Queerspace has since run 22 events for young people to meet new friends while feeling safe and included. Aimed at improving the health and wellbeing of the queer and LGBTQIA+ communities, Queerspace is staffed by queer identified practitioners, counsellors, group facilitators and community engagement workers.

Ruby Cameron, part of the drum youth service, runs *Queerspace Youth* in collaboration

with Yarra Youth Services and Queerspace. Queerspace Youth is a peer-led program, supported by mental health support workers at each event and designed to assist with referral to Queer-identified counselling and support services run through Queerspace.

Recognising the challenges facing individuals, partners and families, Queerspace offers a range of different therapeutic supports including individual, relationship and family counselling and group events. Providing gender questioning, transgender and gender diverse young people and children and their families with the space and experienced listening skills to enable them to find their way through their gender journey is core to our work. Whilst taking a whole of family approach, we understand the strain and estrangement that can occur from family of origin for queer individuals.

artist: Peo Michie





## Ruby - Youth Peer Leader – Queerspace Youth Project

Ruby was on student placement in 2017 when the role of Youth Peer Leader on the Queerspace Youth program became vacant. Encouraged to apply, Ruby has utilised their Youth Work qualifications, lived experience and passion for ensuring LGBTQI+ young people aged 18+ have positive opportunities to connect outside the “scene”. Since leading the program Ruby has introduced incredible resources from corporate partners in response to our young people’s wants and needs. Off the back of their hard work and professionalism, Ruby has recently moved into a Youth Development Practitioner role. This is Ruby’s reflections on a year well spent.

It has been an incredible year for the Queerspace Youth program, which focuses on supporting young people from the LGBTQI community. Successfully launched in September 2017 Queerspace youth has since run 22 events for young people to meet new friends while feeling safe and included. Our young people have told us that having an opportunity to meet people who share similar experiences can be an affirming experience that helps strengthen our community. The program created a protective barrier and space during the highly harmful time when

marriage equality as being debated. The impact of the recent program was really highlighted during the time of the postal vote<sup>2</sup>. We are really excited about having secured corporate funding through the Commonwealth Bank for Queerspace Youth. The financial contribution will increase the resources we have and allow us to reach wider and further than before.

Through our events over the last year, we have worked hard on building and strengthening connections within our community. We’ve focused on introducing young people to those who have paved the way in creating importance spaces for LGBTQI community members. Through storytelling, art, relationship skills and makeup workshops, our young people were given the opportunity to connect with inspirational people.

The next 12 months will bring focus to providing more regular events, including a monthly meetup and support group, events within the QIPOC community, and more art-based and creative workshops alongside working with Queerspace to provide mental health support.

To keep up to date with our progress, check out our facebook: <http://facebook.com/queerspaceyouth>

2. During the plebiscite on the marriage equality drummond street saw an increase of 50% in young people seeking counselling or other forms of therapeutic support.

# Reflective, consultative & youth led: Richmond & Collingwood Estates

Funding from the City of Yarra enabled us to commence the delivery of youth services on the Richmond and Collingwood public housing estates in 2017. Reflecting the Council's commitment to improving the health and wellbeing of 8 to 21 year olds, particularly those experiencing disadvantage, the City of Yarra has enabled the drum to introduce a youth peer leader program and a range of assertive engagement activities on the estates.

Bringing together six Youth Peer Leaders (two employed by the City of Yarra and four employed by the drum) delivered powerful results. With the first six months (July – December 2017) characterised by consultation, knowledge and partnership building, engagement with local young people, recruitment, and project planning, we worked with City of Yarra Youth Services to train the first round of Youth Peer Leaders. The latter period (January – June 2018) has seen the Youth Peer Leaders consolidate their learnings and understand the gaps for young people. In response, they have created a zine format resource that informs local young people about available activities and events. They've also lobbied the City of Yarra (CoY) Council for a dedicated youth space on the Richmond Estate through their 'no shade' campaign, and run regular dance activities on both Estates seeking to build relationships with young folks.

You can read more about the achievements on the Richmond and Collingwood public housing estates by reviewing our Key Performance Indicators (KPI) for the City of Yarra at the conclusion of this report.

But as successful as the Youth Peer Leaders have been on the Estates, there have been challenges. Our model is different by definition and often disruptive to the status quo. Often perceived as less 'direct service delivery', the value of our programs are easily underestimated. But by prioritising resources for young people to lead social change and build their (and their communities) confidence, we believe that we can positively respond to the systemic issues that young people and those experiencing marginalisation face.





## Nyayoud and Mubarek - Youth Peer Leaders on the Richmond & Collingwood Estates

In mid-2017 Nyayoud Juice and Mubarek Iman became the first Youth Peer Leaders for the youth services on Richmond and Collingwood public housing estates. Integral to providing young people a with a 'voice', our Youth Peer Leaders inspire other young people to take matters into their own hands, get involved in the community, and take on opportunities that are available to them. This is Nyayoud and Mubarek's experience.

Celebrating and recognising that young people are contributing members of society and deserve to be paid for their expertise, we consulted with young people at the Richmond and Collingwood Estates about what they wanted to see in their communities. Young people in Richmond wanted a youth space, whereas young people in Collingwood wanted more programs. We decided to take action and petition for a youth space for young people in Richmond.

We came up with a campaign and called it #Noshade. We got 102 signatures from young people and parents who reside in the Richmond Housing Estate and presented the petition at a council meeting held in Collingwood Town Hall. By partaking in this process, we learnt skills in budgeting, advocacy, networking, public speaking, and the skills required to develop, plan and

execute a campaign. We built connections with young people and their families in both Richmond and Collingwood and have a strong belief that the next Youth Peer Leaders will follow in our footsteps and take this program to the next level. We've heard from the Mayor, Cr David Nguyen, that the Council has passed a budget of \$185,000 towards the creation of a youth space in Richmond. This could mean big things for young people who otherwise have no space to call their own, or to spend time with their friends.

In the next twelve months we hope to see more young people being hired as professionals in the community area. We want to see more young people leading their community, and more opportunities for young people to grow as experts. This is really important to the communities they identify as belonging to and to feeling a sense of belonging. At the local level, we hope that we've been able to inspire other young people to be leaders in their communities. We will keep running activities on the Estates so that young people can connect with us and others. Part of having a youth space is about having local opportunities for young people do things in their own backyard. We hope that as the community gets to know us and *the drum* we'll get to know more exceptional young people.



## Support, relationships & youth led: Carlton Estate

Committed to assertive engagement activities on public housing estates, we responded to young people's requests for activities in their own backyard. We learnt that consistent activities that are held on the Carlton Estate are key to building relationships with young people, and in particular cis young men of color who are navigating negative stereotypes of them on the basis of their age, color and possibly religious background. These activities build relationships which are central to ensuring young people seek appropriate help, and experience a positive time when doing so.

Anyaak Abiel has been involved in our young men's programs to assertively engage and respond to young men connected to public housing estates in Carlton. In the last twelve months we've seen more young men seek assistance from us. They have returned to do work experience with us, sought assistance to create resumes and apply for work, or sought guidance with criminal justice matters. We interpret these requests for connection and help as a sign of the program's success.

This success has been made possible by the relationships we form through consistent programming and response to identified needs. For example, this year we ran Ramadan Soccer at Carlton Baths. Historically there has been community and service led Ramadan Soccer events, but rising fears about young men and criminality and Islamic terrorism has created an increasingly risk adverse climate and seen many key events celebrating cultural identity shut down. Our Ramadan Soccer program was targeted at Carlton young people aged 12-18, but we know that there is a broader need in our communities to celebrate and recognize culturally significant periods, events and celebrations.



## Anyaaak- Youth led young men's activities on the Carlton Estate

After two years of committed work, Anyaaak is moving into a role as a Youth and Family Practitioner. This move solidifies a career pathway for Anyaaak to explore his theoretical learning and interests in individual support for young people. This is Anyaaak's reflection on working with (cis) young men.

Over the last two years and a bit, I have been running programs for young men connected to the Parkville and Carlton areas. Most of my work has involved engaging and supporting young men aged 12 to 25 years.

During this time I have experienced different types of relationship building and responses to the behaviours of young men as they transition into adolescence and to adulthood. As a worker, I hold these young men in high regard. This is essential to supporting their general life skills and place in the world. I hope to see them become the people they truly are, or that their parents wish for them to be. Having early intervention programs in place (like the Underground and Friday Night Jam) has positively helped shape my views and approach as a worker. But most importantly, my experience delivering these programs has taught me that these activities help young men feel a sense of belonging and connection to their community. It also helps them connect to the other services we deliver. The delivery of these programs has helped us build a positive relationship with the young men we engage and their families.

These relationships didn't happen over a short period of time, they took space and determination. I've learned that I must be patient and persistent with my approach in engaging the young people and the community. I've used my time with the young men to constantly focus on their positivity and the supports that they have in place. I say this because it's not always easy to engage young men. There are constant changes to their identity and behaviours as they deal with growth and hormonal changes. Because of this, and the type of pressures that young people can experience in the community, young men can struggle with things like emotional regulation and a lack of positive role models. Young men can be frustrated and triggered by the things happening in the society in which they live. As a result, community violence, racism, low aspirations by schools, and others, result in heavy burdens for young men to operate against and resist.

**CARLTON**  
**CREATING BELONGING**  
through connection

THIS EVENT IS SUPPORTED BY THE VICTORIAN GOVERNMENT

Free Food Always

**COME PARTICIPATE IN THE CARLTON MURAL**  
**A PROFESSIONAL ARTIST WILL ASSIST WITH PAINTING TECHNIQUES.**

**19TH APRIL 2018**  
**3:00PM - 7:00PM**

**480 LYGON STREET**  
**CARLTON**

**the drum** YOUTH SERVICES  
**VICTORIA** State Government  
**VYW** VICTORIAN YOUTH WEEK  
**CITY OF MELBOURNE**

Over my time as a Youth Development Practitioner, and despite the challenges, it's been a privilege to have known and worked with these young men. The good and not so good moments with young people, is just part of our work as youth workers. Being there through the challenges forges positive relationships and I now feel like I can build good relationships with our young men. It's been a long time coming, but with rapport established, I can now run programs smoothly.

I have questioned myself and my reasons for doing this work many times. But I'm now at a place where I can confidently say that I love working with young people and find joy in seeing them grow. Youth work is like a butterfly's life cycle, it can start off rough, but you do see beauty in the end.

# 2017/18 stats and facts

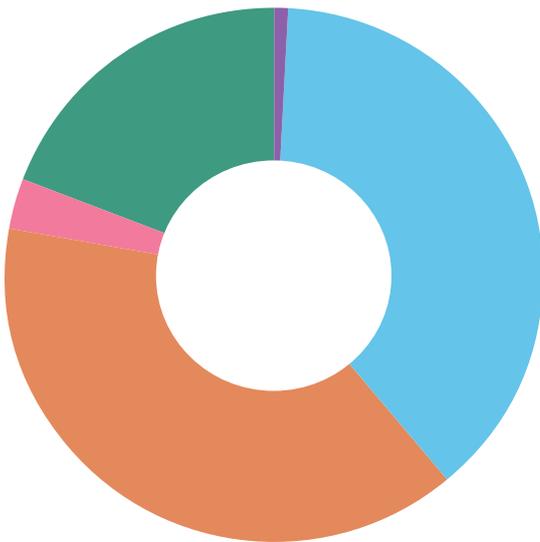
## Points of contact with young people in CoM

	Qtr1	Qtr2	Qtr3	Qtr4
Reconnection & engagement with 'at risk' and disengaged young people	93	90	116	90
Youth Voice (youth participation & volunteering)	163	111	38	42
Preventing disengagement with regular program use (2+ sessions per month)	506	334	207	162
Public health campaigns & community activities	903	1245	482	601
<b>TOTAL</b>				<b>3233</b>

### Individual support

# 239

Young people supported by drummond street services (including the drum and other funding streams)



## Diversity of young people we're engaged with in CoM

- African Australian 38%
- LGBTQI + all allies 39%
- International students 3%
- Young people from other backgrounds 19%
- First Nation (Aboriginal & Torres Strait Islander) 1%

## Voicefest attendees # attendees

# 576

"Headline" event- Voicefest VK2017 @ M Pavillion

# 15

Voicefest committee members

# 8

Training opps for committee & vollies

# 100

Turn it up

# 100

local night

**Most common presenting needs of young people receiving individual & family support**

1. emotional, behavioural or mental health symptoms
2. mental health
3. wellbeing & self-care
4. family relationship issues
5. family violence
6. anxiety
7. social isolation of family or lack of connection

**(in)visible # attendees**



**Queerspace youth # attendees**



**Demographics of young people**

- On the Richmond Estate the median age range is 8 to 17 years old
- On the Collingwood Estate the media age range is 9 to 15
- The cultural backgrounds of participants is highly diverse- including those from Pasifka, First Nation, African and Vietnamese backgrounds
- Our Youth Peer Leaders are both of African background, one is “newly arrived”

**Key info about our work on the Richmond and Collingwood Estates**

- We had 909+ points of contact with young people (8-21) during 2017/2018
- TBC large scale community engagement events
- TBC number of regular activities held in Collingwood and Richmond Estates
- 102 young people with a connection to the Richmond Estate sign a petition for a youth space
- City of Yarra Council commits funding to a youth space on the Richmond Estate in the 2018/19 financial year



## Our Team

Drawing on the talents of a multi-disciplinary team, we bring a diverse range of skills, training and lived experience to the work we do. Sharing a genuine passion and commitment for young people and social justice, we also reflect the communities we work alongside. Our commitment to ensuring young people (and communities) marginalised through structural forces have opportunities for real employment is unabashed. This is both fundamental and important for so many reasons – not the least of which is to ensure that young people see others who look and sound like them in positions that have the power to bring about change. We know that this is essential to redistributing resources and decision making and achieving true social change. But the ultimate benefit is in ensuring that our services deliver meaningful youth services, programs and methods of engagement.

The unique and vital knowledge of our workforce is centred through a process of co-design. It ensures our programs are *by and for young people* and the communities we assertively engage. The youth services team use individual and collective passion alongside theoretical and experiential knowledge/training to harness the aspirations, potential and skills of local young people.

Our skills and expertise activate our strong youth development framework, including **drummond street's** evidence-based, family-centered community and family practice model. In the last twelve months, the team expressed their desire (and a need) for their leaders and those supporting their practice, to be more reflective of their identities and positionalities.

We heard this and created the Senior Youth Development Practitioner roles. These positions share their knowledge and experiences of operating in the service system to empower those learning to design, deliver and evaluate programs. This can also include navigating power dynamics of institutions which have historically erased or even harmed the communities they identify as belonging to. It also ensures that we proactively create pathways into leadership positions within our team, the wider **drummond street** and community service sector

### **Abdinaser Mussa-Behe,** *Youth Peer Leader (he/him pronouns)*

Abdi supports engagement activities that connect and affirm the identities of (cis) young men. Abdi applies his youth work training in the community he grew up in. An emergent practitioner Abdi brings grass roots community connections and solutions to our assertive engagement of young (cis) men of African and Islamic background growing up on the Carlton public housing estate.

### **Anyaaq Abiel,** *Youth & Family Practitioner (he/him pronouns)*

An experienced community organiser and program planner, Anyaaq has had paid and volunteer roles in the community. Anyaaq's practical experiences are complimented by studies in criminology and psychology. This sits alongside an innate passion for social equality and engaging young people in innovative programs. Anyaaq is an active leader delivering important cultural insights and cross-cultural wisdom to his peers within both our and other organisations, and a valuable contributor to the youth sector.

### **Bexx Djentuh-Davis,** *Senior Youth Development Practitioner (she/her pronouns)*

Bexx is a Ghanian/Maori (Tainui, Ngati Maniapoto) woman from Aotearoa. Over 6 plus years, Bexx has curated and supported events around her community. Co-founding ALTERITY collective and a director for LISTEN org. Bexx has prioritised QTPOC communities through engaging with topics of inclusion, accessibility and art practices. Through events such as 'Strength in Visions' with Fringe festival and mentorship with the creation of 'Mana' for Darebin-feast, Bexx now supports young people to connect with their people and wider community resources.

### **Bobuq Sayed,** *Youth Development Practitioner (they/them pronouns)*

Bobuq Sayed is an advocate for queer, gender diverse and young people of colour. Coming from a literary and social sciences background, Bobuq's work involves building community for young QTPOC and religiously identified young people through workshops, panels, excursions and other events, with the aim of amplifying historically silenced voices. Bobuq is the founder of Colour Tongues, a collective designed to support people living at the intersections of marginality in occupied Australia.

### **Chantelle Higgs,**

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

Chantelle utilises her experience of co-developing, delivering, and coordinating innovative social change activities and campaigns to lead the work of the youth and communities team. Drawing from the learning's of 15+ years of working alongside young people experiencing marginalisation due to structural barriers she seems to identify and respond to the systemic. She remains excited by the creative and sophisticated ways young people negotiate the world around them and ensuring this has a platform, and is recognised and celebrated by others.

### **Farhiya Mohamed,**

*Senior Youth Practitioner (she/her pronouns)*

Farhiya is deeply committed to activating young people and communities experiencing marginalisation. To achieve her vision for young people she utilises her qualifications in Anthropology, Sociology and International Development. Complimented by experience in case management for those experiencing acute social marginalisation, political organising and advocacy, Farhiya continues to apply her expertise to enable transformation at the individual and community levels through her role with our Youth Peer Leaders.

### **Idil Ali,**

*Youth Development Practitioner (she/her pronouns)*

A passionate advocate for the local African and Muslim community, Idil seeks to ensure others have the opportunities she had growing up in Carlton. An undergraduate student bringing 'lived experience' to our team, Idil crystallised her passion and commitment to ensuring young people have access to leadership and participation opportunities, that organisations deliver on these, and that they provide inclusive and affirmative pathways. Committed to leading the development of solidarity across communities marginalised by imposed social categories, Idil is making a sustained difference to our community.

### **Jamera Hunter,**

*Youth Peer Leader (she/her pronouns)*

Jamera leverages her own leanings from leadership opportunities for First Nations people to proactively curate activities creating dialogue in her Youth Peer Leader role. Since joining our team Jamera has been involved in planning events and activities that bring together First Nations people and young people on the Carlton Public Housing Estate.

### **Machehi Koomba,**

*Senior Youth Development Practitioner (she/her pronouns)*

Machehi seeks to draw on her multidisciplinary skills, including creative industries, governance, community services and lived experience to be a change maker in the community and health promotion sectors. Using narratives as her foundation, Machehi seeks to positively influence individuals, social and community wellbeing. Machehi's sector experience includes using creativity modalities like music to educate, advocate and celebrate the resilience of people *whilst* also centering their involvement in the processes associated with this.

### **Mubarek Imam,**

*Youth Peer Leader (he/him pronouns)*

Mubarek arrived in Australia less than five years ago. Since then, he has crafted leadership opportunities at the local and state level. Mubarek seeks to translate his experience of organising young refugees in Egypt to connect young people experiencing marginalisation in his local and broader community with resources and opportunities.

### **Nyayoud Jice,**

*Youth Peer Leader (she/her pronouns)*

Nyayoud has a Bachelor of Criminology and Certificate IV in Community Services. Her theoretical training has been complimented with experiences at Centre for Multicultural Youth as an intern and a Youth Ambassador at City of Yarra. Nyayoud has a strong commitment to engaging disenfranchised young people and supporting them to make positive contributions to the community.

### **Reem Mohamed,**

*Youth Peer Leader (she/her pronouns)*

Reem is a young resident of the Carlton estate who is mad for sports, games and organising her peers. Reem brings to our team an enthusiasm, knowledge, creativity and unbounded joy for what young people can achieve when given the opportunity. Since joining us Reem has started a youth leadership network that will bring together young men and women to respond to identified needs at the Carlton estate and work to achieve a vision for young residents.

### **Ruby Cameron,**

*Youth Development Practitioner (they/them pronouns)*

Ruby is a Queer, Aboriginal, musician and youth worker. Ruby's work is focused on empowering young people of Queer and Trans lived experiences and challenging the structural and systemic frameworks of oppression. Ruby is currently completing a bachelor degree in Social Science and has worked in mental health, alcohol and other drug support services.

### **Sarah Nega,**

*Family and Community Development Practitioner (she/her pronouns)*

Pivotal to our engagement and therapeutic relationships with the local African Australian population, Sarah has a unique capacity to create change. Leveraging on a community development qualification and supreme communication skills, Sarah is able to reach and engage families and individuals that other services struggle to engage, or worse, have failed. Sarah builds trusting relationships in order to undertake fearless advocacy, case management, and incidental counseling to achieve outcomes for some of our most vulnerable and marginalised women, children and elders.

### **Wafa Musa,**

*Peer Leader (she/her pronouns)*

Joining our youth peer leader team in 2013, Wafa's involvement has been pivotal to the success of the *All Girlz* program. Seeking to engage young women of African and Muslim background, the *All Girlz* program is a powerful reminder of what is possible in our community. A recent graduate of Early Childhood Studies, Wafa's skills are useful in ensuring our programing is family friendly. Wafa's skill and expertise in child development has given many parents the confidence to trust our service.

# Acknowledgments & Special Thanks

## Our Funders

*Who believe in the importance  
of young people everywhere*

City of Melbourne

City of Yarra

Engage (Victorian Government)

FreeZA (Victorian Government)

HEY Grants

Victorian Government Plebiscite funding

Victorian Multicultural Commission

Victorian Youth Week



drummond  
street services  
wellbeing for life



promoting the mental health of same sex  
attracted & sex and gender diverse youth

## Our donators

*Who generously and selflessly  
give to our young people*

Commonwealth Bank

Arts Centre Melbourne (First Call Fund)

Zoe Bell Gender Collective Youth Project



## Our Partners

*Who bring resources, connections &  
opportunities to our young people*

African Australian

Women's Association

Acholi Association of Victoria

Alterity collective

ACU

Artful Dodgers

Arts Centre Melbourne

Bachelorette Beauty

Belgium Avenue

Neighbourhood House

Black Dot Gallery

Blue Lights

Capital City LLEN

Carlton Baths YMCA

Carlton Neighborhood  
Learning Centre (CLNC)

Carlton Office of Housing

Carlton Primary School

Centre for Ethnicity and Health

City of Yarra Youth Service

CoHealth- Buncle Street Youth

cohealth -Carlton office

Cohealth Collingwood office

Collarts

Collingwood Neighbourhood house

Collingwood Arts Precinct

Colour Copy collective (Zine Making)

Ethiopian Women's Alliance

Footscray Community Arts Centre

Harari Kitchens

Hares Hyenas

Health Advisory Group

Helping Hoops

Hoyts Cinemas

Islamic Youth Organisation

Kathleen Symes Community  
Centre and Library

Kester Black

MAYSAR

Melbourne Museum

MINUS18

MPavilion

Neighbourhood Justice Centre

New Wayfinders

NW PHNN

Outer Urban Projects

Pancake Parlour

Queerspace

Queerspace youth

Rainbow Network

Richmond Housing office

RMIT

Seed Mob

Sound School

Signal

Sticky Institute

Still Nomads

Testing Grounds

The Push

This Mob

Total Beauty Network

Trades Hall Union

Undercurrent Victoria

University High

Univesity of Melbourne

Ygender

Young Workers Centre

Zoe Belle Gender Collective

Charlotte Allingham

Kulture Evolves

## Our Youth Peer Leaders & Former Staff

*Who made us tick in 2017/18*

Ruby Cameron  
 Ripley Kavara  
 Reem Mohamed  
 Nyayoud Juice  
 Mukhtar Mohammed  
 Mubarek Iman  
 Mary Quinsacara  
 Joshua Tavares  
 Jamira Hunter  
 Daisy Catrell  
 Bobuq Sayed  
 Anoushka Wootton  
 Abdinasir Behe Musa

## Our Volunteers

*Who care for who we are and what we do*

Hiro McLeman  
 Zak Yusuf  
 Tony Marin  
 Seyi Kolowale  
 Nicholas Dryden  
 Nicholas Dryden  
 Nawal Ash (Kashtography), VoiceFest photography  
 Lori Long  
 Lillie Thomas  
 Kate Koomin  
 Chris Dite  
 Charlotte Lynch  
 Bec Capp, VoiceFest photography  
 Adeela Mir  
 Zack Ahmed, VoiceFest photography  
 VocieFest Committee  
 Memphis Kelly  
 Monica Ludekens  
 Alec Ring  
 Adeela Mir  
 Eva Lubulwa  
 Liv

## Our Supporters & Champions

*Who see the good in what we do*

Aisha Aboufadiil  
 Aunty Sharon Hughes  
 Barney Wilson, Krystal Bendle & Leanne Mitchell at CoM  
 Bec Harris & Julie Large at Carlton PS  
 Collingwood Neighbourhood House & Beligum Avenue Neighbourhood House  
 Councillor David Nyguen, Mayor of CoY  
 Karen Field, Cheryl Miller-Yell & Robert Riccoini at drummond street services  
 MP Adam Bandts office  
 Starlady  
 Tess Stella for the design work & Nicola Sydes for copy editing  
 The queerspace team at drummond street  
 The youth service crew at cohealth Buncle Street  
 VoiceFest collective  
 VoiceFest Artists & workshop facilitators  
 Artists-  
 Poets from (In)Visible project  
 Neil Morris  
 Kaiit  
 Baro  
 Remi  
 Kye  
 KG  
 Dig deep crew  
 DJ Dee Luscious  
 Fipe Preuss (Polynesian dance)  
 Colour Copy collective  
 Colour Copy collective (Zine Making)



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 Address: 100 Drummond St, Carlton  
 Telephone: 03 9663 0233  
 Website: drummondstreet.org.au  
 For more information on our programs, events and services you can call us on 03 9663 0233  
 Approved by @drummondstreet

**2018 TERM 3 PROGRAM GUIDE**  
 THE DRUM STREET SERVICES  
 Programs and events made by young people, for young people. The drum services to include all of our young people from all genders, religions, cultures and abilities backgrounds.

