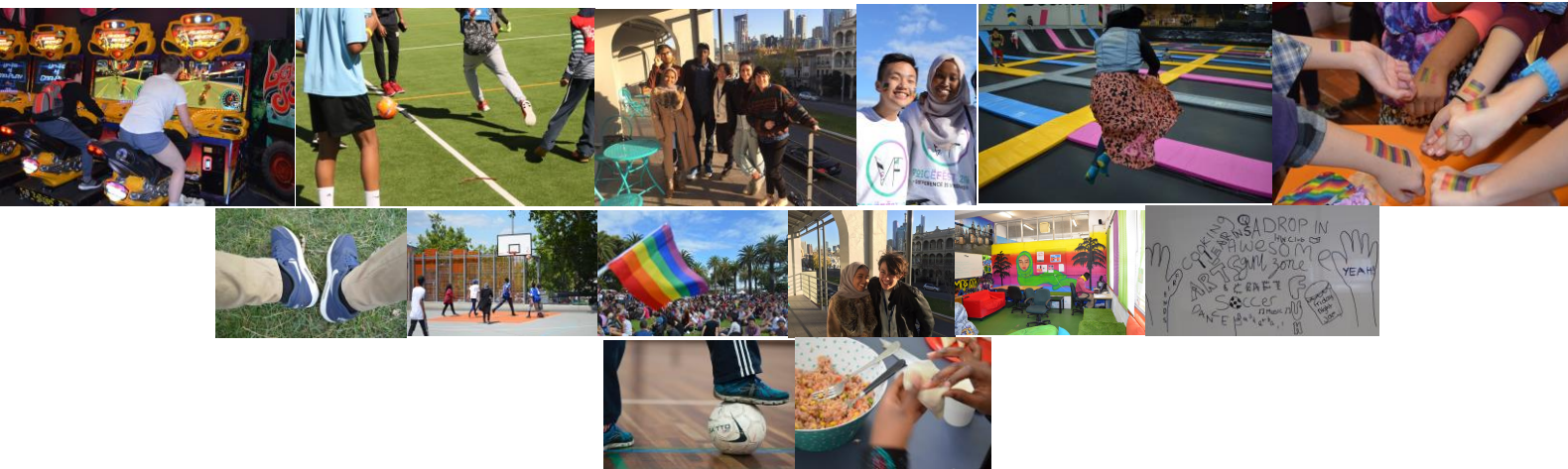




The Drum Youth Peer Leader **FINAL REPORT** 2016/17

Awatef Hamed
Rory Blundell



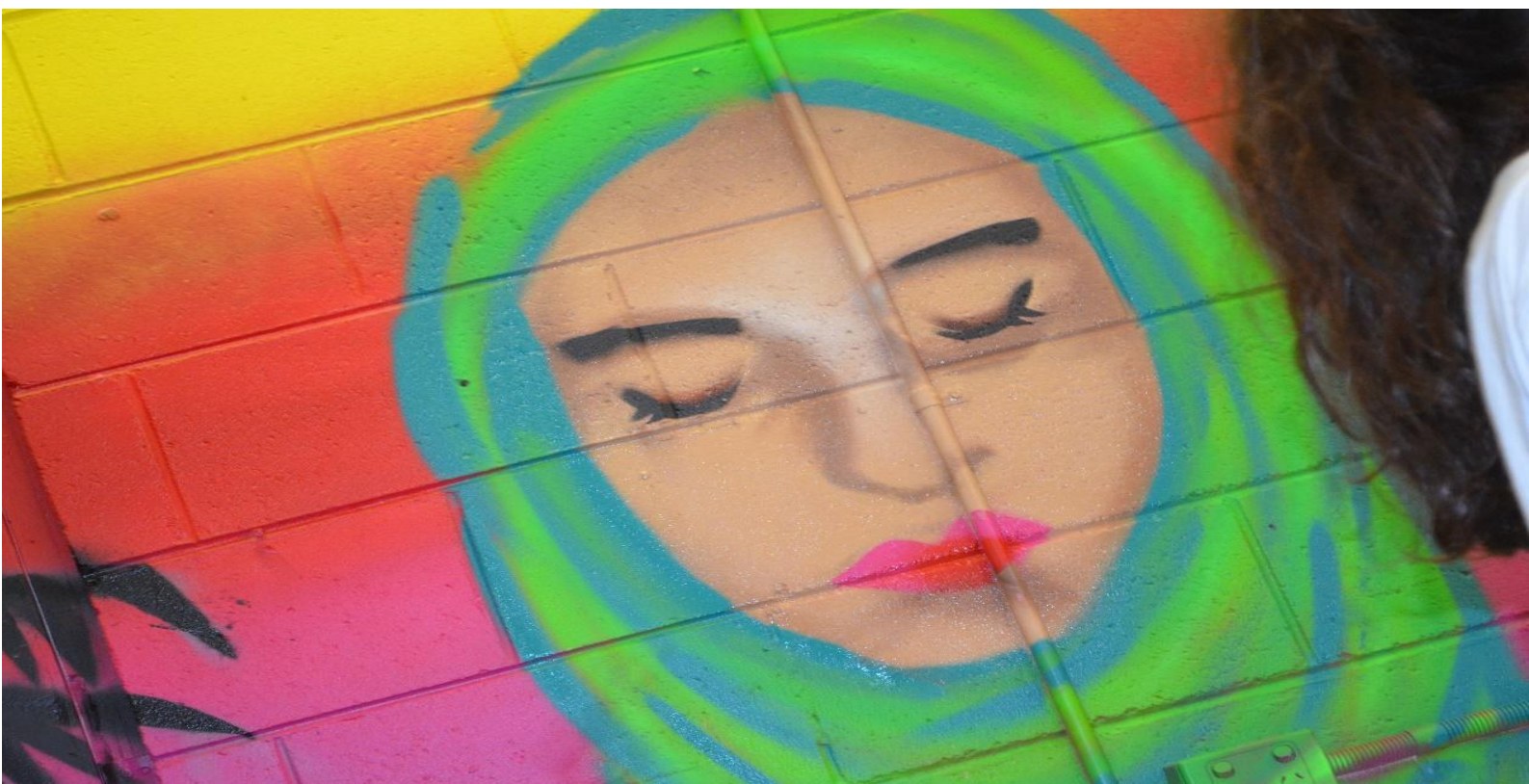


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Executive Summary

This report is intended to act as a platform for the voices of young people in Carlton and Parkville and to share their perspective on issues affecting them and what they see as solutions. We view young people as experts in their own experiences and the most important voice in identifying challenges within their communities and personal lives. This report aims to share the findings of consultations with young people who attend the Drum's programs, their families and other community services that young people may engage with conducted by Youth Peer Leaders. The majority of these young people identified as part of lesbian, gay, bisexual, transgender, queer and intersex (LGBTIQ+) communities and/or Muslim African-Australians from the Carlton Housing Estate communities.

Whilst the young people consulted came from a diverse set of backgrounds and experiences, they were all linked by their experiences of discrimination and the effects of marginalisation impeding their access to services, physical, emotional and psychological safety, education, employment and engagement with the wider community. Racism, sexism, Islamophobia, queerphobia, transphobia, socio-economic status (SES), mental health and unemployment were readily identified as key structural and systemic forces of discrimination creating social disadvantage. However, young people have found resilience and strength in their communities and find that having support networks in family, friends, schools, autonomous spaces, religion and community groups are vital to their wellbeing and sense of belonging.

Our key recommendations based off our findings are:

- *Having an autonomous youth space in Carlton-* having a purpose-built in space would provide a space for the Drum to run programs, training, events and youth services in one local place that is both accessible and familiar to the local young people we engage with. As well as enable young people to explore their identities and socialise in a safe and supported space free from discrimination.
- *Improving the safety of the Carlton housing Estate-* The large presence of drugs users/dealers hanging around the Carlton housing Estate has increased the concerns of many residents, as well as compromising their safety.
- *Up skilling young people and providing opportunities for employment-* Unemployment and underemployment are major concerns for young people, particularly those from diverse backgrounds such as Africa-Australian Muslims and people who are LGBTIQ+.
- *Increasing LGBTIQ+ inclusivity-* Young people who are LGBTIQ+ feel excluded in many aspects of their life including in local government-run facilities, organisations and events.
- *Increasing outreach and engagement with young people-* there is a large gap between organisations and the young people they're trying to reach.

The Youth Peer Leader Program

Who are the youth peer leaders?

The youth peer leaders are young people employed from the community who are passionate about taking action and bringing about a positive change within their communities.

Awatef Hamed is an African-Australian Muslim who has been a part of the Carlton community for an extended period of time, hence has a strong connection with the local community. She's aware of the issues and challenges, as well as the strengths of the community. She is passionate about upskilling and empowering young people to take affirmative actions.

Rory Blundell, is a 21 year-old non-binary, transmasculine person who is actively engaged in Melbourne's LGBTIQ+ community. He also studies criminology at the University of Melbourne and has a strong passion for young people to be decision-makers in issues that affect their communities and lead sustainable, positive change.

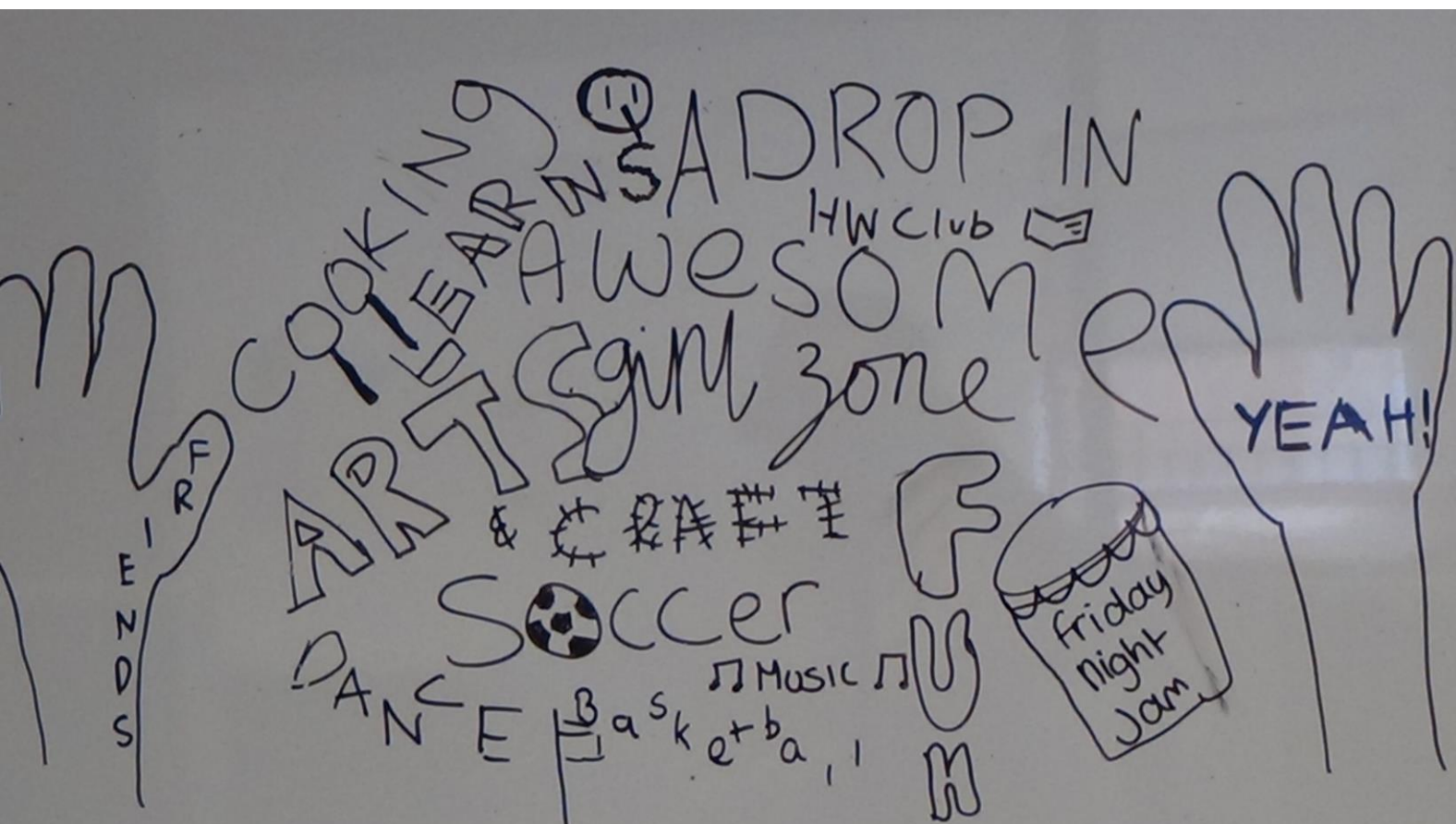


Why the youth peer leaders?

The Youth Peer Leader program is an effective way of both engaging and connecting communities through a 'for community, by community, co-design approach. Despite being experts in what young people want, need and are frustrated by, young people aren't often afforded the opportunities and resources to turn their ideas into meaningful change. By employing and actively building the capacity of young leaders, youth peer leaders are empowered to channel the voices from other young people in their community and can make sure they feel like they're being heard and their opinions are valued. This also models a best practice approach in ethically engaging young people who are a part of minority groups by paying them for their time and expertise, and by allowing young people to connect and influence their communities. Both of the Youth Peer Leaders have strong connections and networks within their respective communities and are able to channel their expertise and knowledge into creating more relevant and impactful programs, events and resources for communities they're a part of.

What did the Youth Peer Leaders do?

From June 2016 to April 2017, we set out to collect as many voices from around Carlton and Parkville as possible. Utilising different forms of consultation including surveys, face to face interviews, informal interactions and collecting data at local youth led events, we spoke to a wide range of stakeholders from young people to family members to youth workers to outside agency community workers. We also helped design, co-ordinate, and facilitate events and programs including All Girlz, Euphoria Youth, We Are Power, and the VoiceFest Committee and The Drum's second VoiceFest event.



Consultation

Why were consultations undertaken?

Consulting with the young people involved in our programs and local community, community leaders, and workers is critical in making sure our programs, events and services are relevant, effective and innovative. Young people's voices, opinions and ideas are often unheard despite being the main target group for many community-run events. Sometimes young people's voices are heard, however for whatever reason not acted upon. Despite it being challenging at times, young people were often very happy to share their perspectives and ideas.

Young people consulted were predominantly young African-Australian Muslims and young people identifying as part of LGBTIQ+ communities. Evidence demonstrates these communities as some of the most marginalised in wider society, hence are population groups of The Drum Youth Service's engagement focus, as well as being communities of which we, the Youth Peer Leaders, have lived experience. We think the only way of addressing and meeting the needs of young people is by directly asking them about the challenges they're facing and changes they would like to see happen to close the gap. The consultations were the first part of an empowerment process for young people, highlighting to them that they are the experts of their own lives. The vital second part of this empowerment process is the creation of this report and the action-response to their recommendations for positive change within their communities.

Who did we speak to and how did we speak to them?

Throughout an eight months period, we engaged in 21 consultations, with a total of 143 participants. Consultations undertaken included the following community groups, stakeholders and organisations:

- East African Women's Group at the Carlton Estate
- All Girls
- Fast Forward, Rewind Kicking Goals - soccer tournament
- Homework Club
- The Huddle
- The Drum's Youth Peer Leaders
- We Are Power: Gender and Sexuality Forum
- Kathleen Symes Community Centre
- Centre for Multicultural Youth
- Euphoria Youth
- Y-gender
- VoiceFest

Of the total participants, 128 were young people and 15 were adults. The young people we spoke to were from diverse backgrounds, with the majority being people who are LGBTIQ+ and African-Australian Muslims from an Eritrean, Ethiopian or Somali background who reside in the Carlton housing Estate. The consultations were mostly undertaken with young people between the age-range of 12-25 who attend the Drums programs. We used various methods when consulting including the use of; surveys, interviews (*group & one on one*), informal discussions and group discussions.

What were the strengths and limitations of the consultations?

Limitations

- Not all young people who engage in the Carlton/Parkville community could be represented or consulted with. In particular our consultations were limited when it came to engaging Aboriginal and Torres Strait Islander people, international students, and young people who don't attend The Drum and other associated services.
- There was occasionally difficulty with getting young people to engage with the questions we were asking, particularly in more formal settings or in questionnaires and with younger groups. For some young people this was because they couldn't understand what we were asking, the questions weren't relevant to them or they did not want to engage.
- We were also aware that some young people didn't want to answer the questions with their real or more honest opinions and instead opted for telling us what they thought we wanted to hear.
- There was also a fear of judgement, especially in group settings or with young people we hadn't built rapport with and that often impacted how much young people were willing to say and how honest they were in their opinions.

Strengths and ways we countered these limitations

- Due to our backgrounds and prior community involvement, we could connect especially well with young African-Australian women and LGBTIQ+ young people, so we decided to concentrate on our strengths and also to not talk on behalf of communities we aren't a part of. These communities were often the most engaged with The Drum's services and most relevant to our consultations. We also spoke to leaders and people who worked in and with community to gain broader insight into issues, trends and potential solutions to problems affecting young people who are a part of their communities.
- We used a variety of engagement methods from online surveys, in-person questionnaires, group interviews and informal interviews so we could give young people options in how they wished to respond. Online surveys in particular had the added bonus of being anonymous and could reach young people who might not have been able to physically be present at our events and programs. We also tried to incentivise young people to engage with our consultations through giving prizes, reiterating how we were going to use and empower their voices, and "going to them" rather than making young people reach out to us.



THEMES

Safety

We as youth peer leaders found that safety was overwhelmingly a huge concern within the Carlton Housing Estate. The Australian Housing and Urban Research Institute (2012) highlighted the increase in drug use and selling on inner city public government housing such as the Carlton Estate, and the impact it has on residents.



“There’s always ‘junkies’ sleeping next to the stairs in front of our house”

- young African-Australian Muslim from the Carlton Housing Estate

The Young people and their families let us know that due to the large number of drug users hanging around and essentially ‘camping out’ in the flats’ foyers, injecting themselves in the staircases and sleeping in laundry rooms at all times of the day and night, they felt unsafe.

“He started smashing all the glass windows and doors in the foyer”

- African-Australian Muslim young person from the Carlton Housing Estate

The young woman from disclosing the above quote described to us the anxiety she experiences when coming home late from work or university due to witnessing the violent outbreak of a drug user who broke all the glass doors in the foyer for seemingly no apparent reason. This concern was further echoed by a parent, who stated, *“we are worried about our children’s safety when they’re coming home late because these people [drug users] are not conscious of their actions”*.



“... [M]ore than half of the participants rated their feelings of safety in the flat [in the Carlton Housing Estate] and their building as being moderate to, edging towards not safe at all” (Church of All Nations, p. 4).

An investigation report conducted by The Church of All Nations regarding the safety of the Carlton Housing Estate highlighted the heightened level of fear residents felt due to the large presence of drug users. This infers, even though the aggressive behaviour isn't particularly directed at residents, it leads to them feeling unsafe in the place in which they reside, hence having a large negative impacts on young people's mental wellbeing. Additionally, this fear also comprises any sense of community empowerment as it limits their activity.

“Everyone knows where the drug dealers live” - resident of the Carlton housing Estate

Many parents we spoke to were concerned about how easy it has become for young people to have access to drugs, due to suspected dealers houses being very well known to community members. Parents also acknowledged their limited knowledge of drugs greatly impacted their capacity of engaging in conversation with their children about impacts etc.



Discrimination

Transphobia: What it Looks Like To Trans and Gender Diverse Young People

“People who don’t experience discrimination don’t often realise just how pervasive it is and just how even the little things affect you. While most of the time I can brush it off, sometimes just having someone slip up on my pronouns or having to pick between male and female toilets can suddenly make my anxiety flare up”.

- Non-binary transmasculine young person

While LGBTIQ+ young people as a whole face discrimination for who they are, trans and gender diverse people especially, are often invisibilised, marginalised and/or at-risk of verbal and physical harassment when attempting to do simple things like accessing health services, going to the bathroom, being in public spaces, using public transport, finding work, or going to school, university and other forms of tertiary education. Unfortunately, the risk of experiencing transphobia even in spaces, organisations, programs and services that advertise their inclusivity, and expertise on LGBTI+ identities, can still be exceptionally high, especially for trans and gender diverse individuals who are also people of colour, femme-identifying, non-binary, neurodivergent or are part of other minority groups.

The culmination of transphobic experiences and fear of transphobia often has a highly negative effect on trans and gender diverse people’s mental health and wellbeing and may impact how willing they are to engage or participate in events, services and programs. This has been evident in the consultations with Euphoria Youth and at the ‘We Are Power’ Gender and Sexuality Forum. Most young people who attended these programs and events were already a part of organisations like YGender and Minus18, and regularly attended events with their friends or people they knew. A number expressed how they get very anxious when attending an event or program for the first time and will only attend if they felt safe enough or have trusted support around them.

Mental health and wellbeing was regularly discussed as being a priority issue for LGBTIQ+ young people. Homelessness, family, and accessing health services were also flagged as areas LGBTIQ+ young people felt anxious about especially as they felt like many services either discriminated against or inadequately catered for LGBTIQ+ young people.

Islamophobia/racism

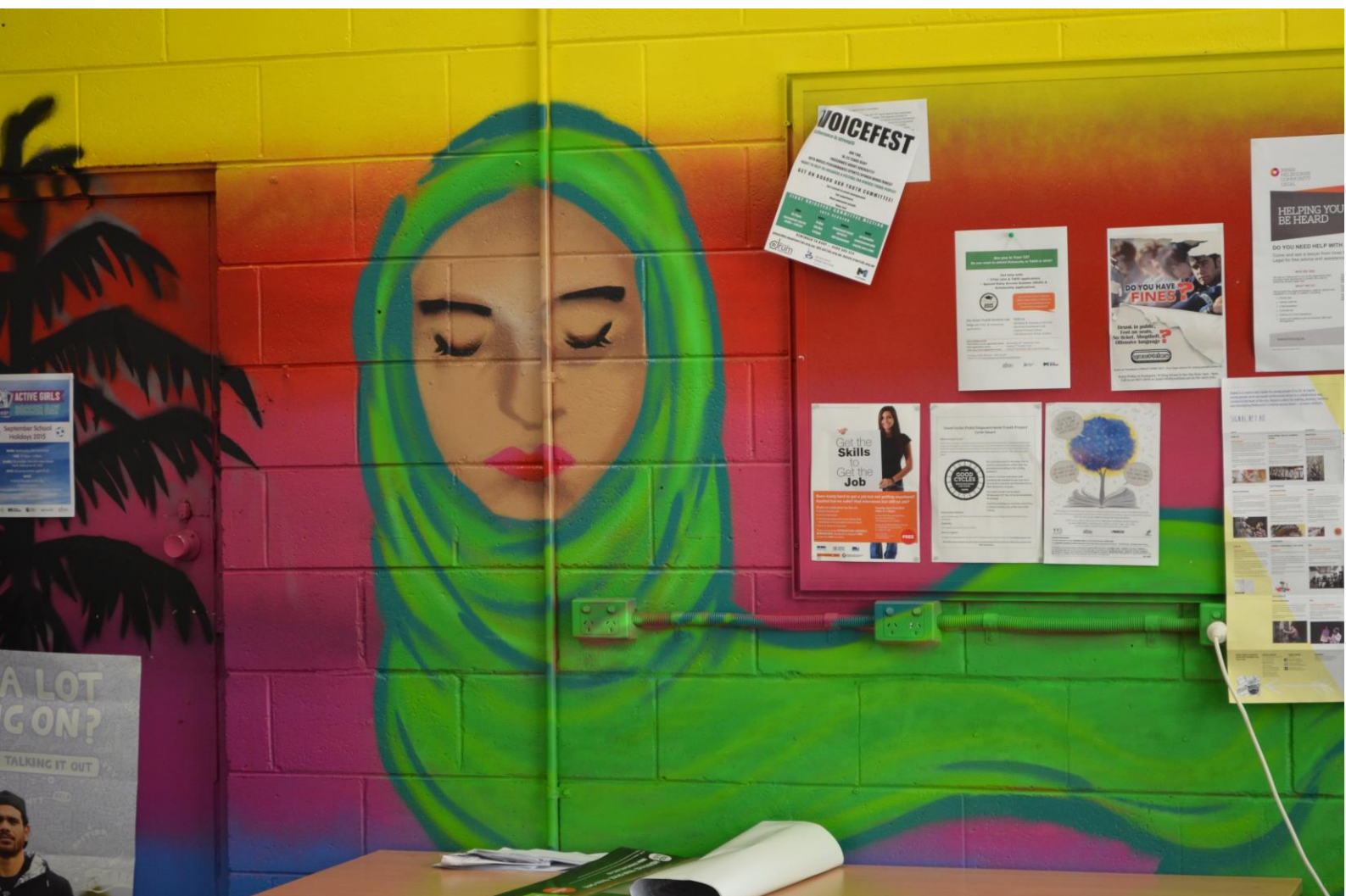
“It’s not right to stereotype a whole community with minimal knowledge and understanding” - Participant of the Huddle Consultation

Due to the recent events happening in the world, people have created their own narratives of the various representations of Muslims, which has led to Muslims in Australia experiencing discrimination three times the rate of other Australians (ABC news, 2016). The young people we spoke to let us know about the unease they feel whenever something related to terrorism happens involving Muslims. They stated feeling as if though they had the burden of “convincing” or “proving” to others that they don’t agree with the terrorists acts being committed. They expressed feeling targeted based on their religion, as other groups are not made to condemn or take responsibility over the actions of others. Additionally, they let us know consistently being placed under the microscope of the media portrays them as not legitimate Australians, as one young man stated, *“when we do something ‘good’ we’re referred to as Australians but when we do something ‘bad’, our religion and race is what’s highlighted”*. This portrayal of painting all Muslims with the same brush creates an “us and them” narrative, which widens the gap between Muslims and the broader community.

“You don’t belong here”

- Young Australian-Muslim woman

The Young people we consulted with shared some of the hysteria and backlash they’ve experienced after terror attacks committed overseas. A number of young people limited where/how often they went out when *“there’s a lot of stuff on the news”* related to terrorism. One woman spoke about how she was questioned about wearing the headscarf on the tram and told to *“go back to where you [she] came from”*, if she wasn’t willing to dress like an Australian, whilst another spoke about customers refusing to be served by her because she’s Muslim.



Employment

A lot of the young people stated they had difficulty finding jobs, with some holding the belief that they didn't get particular jobs because of their gender identity, race or religion, whilst others faced discrimination from employers after getting the job.

“My manager cut my shifts after realising I’m Muslim”

- Young African-Australian Muslim woman

The rise of Islamophobia has negatively impacted the employment opportunities of young Australian Muslims (ABC news, 2016). The young women we consulted with let us know they avoided applying for certain jobs (particularly retail) out of fear of rejection or discrimination based on their religion which is made visible by the wearing of the head scarf. One young woman shared her story of the excitement she felt when acquiring her first job in a jewellery store, however that was quickly overshadowed by the response she received from the store manager on her first day. She recounted the store manager being very surprised when realising she was the new worker, and her view was made more apparent in the way she greeted her, with the first thing being said, “*did the hiring manager say you’re allowed to wear that [head scarf]*”. The young woman told us she first tried to brush the comment off, however she realised her original instincts about the manager were correct when she later received a phone call telling her, her shifts have been cut down.

Although she was aware she was being treated unfairly, this young woman didn’t classify it as discrimination (at the time), she felt as though it was something she just had to put up with as it comes with the territory of having a job. This highlights the limited knowledge she has of her work rights as well as the legal avenues she can pursue to protect herself from such blatant discrimination.

The young men we consulted with also shared their experiences with discrimination in relation to employment, however their discrimination was more based on their race, rather than religion as they can’t readily be identified as Muslims. A number of them stated they initially got through to the interview component, however, the Young men held the belief potential employers tunes changed once they realised they were African.

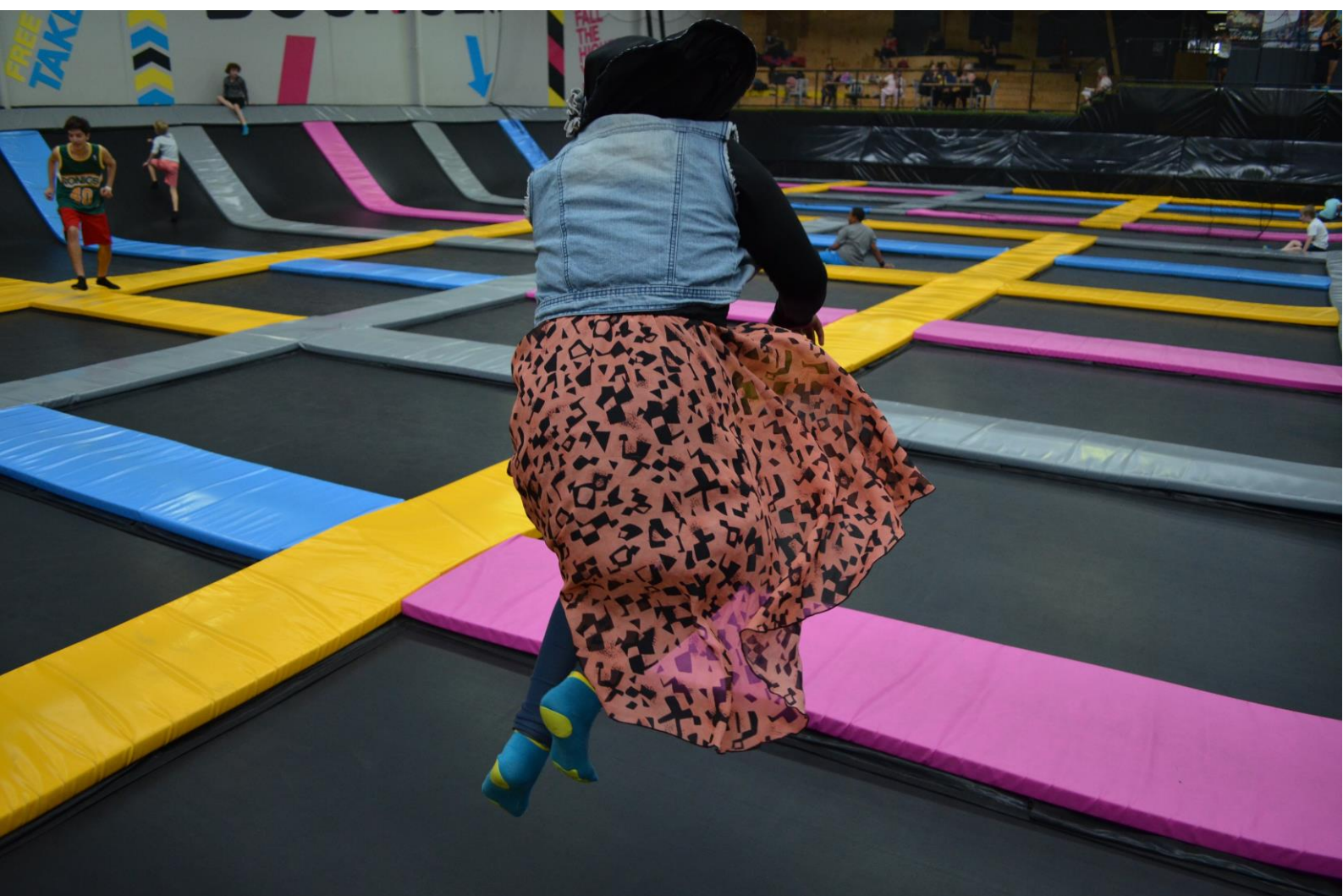
“it is so hard for young people to become independent and that means that it’s harder for us to leave toxic and abusive homes.”

- non-binary person

Unemployment can lead to the young person becoming vulnerable, as they don’t have the means to support themselves, which forces them to rely on others. Additionally, lack of employment due to discrimination can potentially lead to young people engaging in illegal activities to make some money.

“I think for young people growing up, it’s really important for all of us to have a space for ourselves, where it’s safe and we have a place to belong.”

- Youth Peer Leader for (in)visible



Community

For both LGBTI+ young people and African-Muslim young people in Carlton/Parkville, community is exceptionally important and strongly interwoven with identity.

“Belonging is understanding your sense of self in relation to your community and not separable from it. Belonging is worthiness, inclusion, and indispensability.” - Youth Peer Leader for (in)visible

Specific spaces designed for young people, or more specialised groups, events and programs for women, LGBTI+ young people, trans and gender diverse, people of colour, African-Muslim young people were continually talked about as extremely important. Some of the few spaces young people belonging to these demographics felt a sense of belonging and safe enough to fully express themselves.

For LGBTI+ young people, friends and peers are extremely important supports when exploring and expressing identity especially when their family, school and wider community may not provide the inclusive and accepting space they need. Discussions at Euphoria Youth and at the We Are Power Gender and Sexuality Forum often centred on the importance of having LGBTI+ spaces and friends to help alleviate the stress and impact of discrimination. Spaces that had access to gender neutral toilets, weren't affiliated with religious organisations, and had LGBTI+ (particularly trans and gender diverse) workers and volunteers were cited as being spaces young people felt the most comfortable and more likely to access.

Similarly, African-Muslim young people find empowerment in spaces designed especially for them. The young people we consulted with told us about the discomfort they experienced when being in particular spaces, as the staff of these spaces weren't welcoming and didn't reflect who they are which led to them having a sense of not belonging. Furthermore, the young people that reside in the Carlton housing Estate have limited spaces to themselves at home, either due to their family size or the size of their flat, hence they benefit from having a space where they can drop in and socialise with their friends. A community space will also ensure that young people don't engage in illegal activities due to being bored and having nothing to do. Older members of the community have spoken about concerns they have regarding large groups of young men hanging around at car parks, as they don't have a space where they can meet and socialise with their friend

Wider Community Participation

While there is a need for autonomous spaces, there was also a strong desire for young people to feel more a part of the wider community particularly in areas of decision-making and sharing knowledge. Unfortunately, a lot of young people felt they weren't given enough of an opportunity to have their voice heard or for their voice to have an impact.

At the Huddle's consultation event, the majority of young people expressed their frustration at the lack of representation of themselves and their community amongst decision makers in community including the local council, police, policy-makers, state and federal government. When asked what they were frustrated by in their community, the responses from young people varied from things like racism, discrimination, stereotyping, littering to more specific frustrations such as:

- *"Exclusive spaces are limited to people who are privileged or intellectual"*
- *"I get frustrated by people not actually caring about the community they engage with"*
- *"Decision-makers who are ignorant (not from the community) making decisions about communities"*
- *"Privileged people who don't experience the kind of oppression I experience speaking over me and portraying themselves as saviours."*

When asked what they would like changed about their community, young people said:

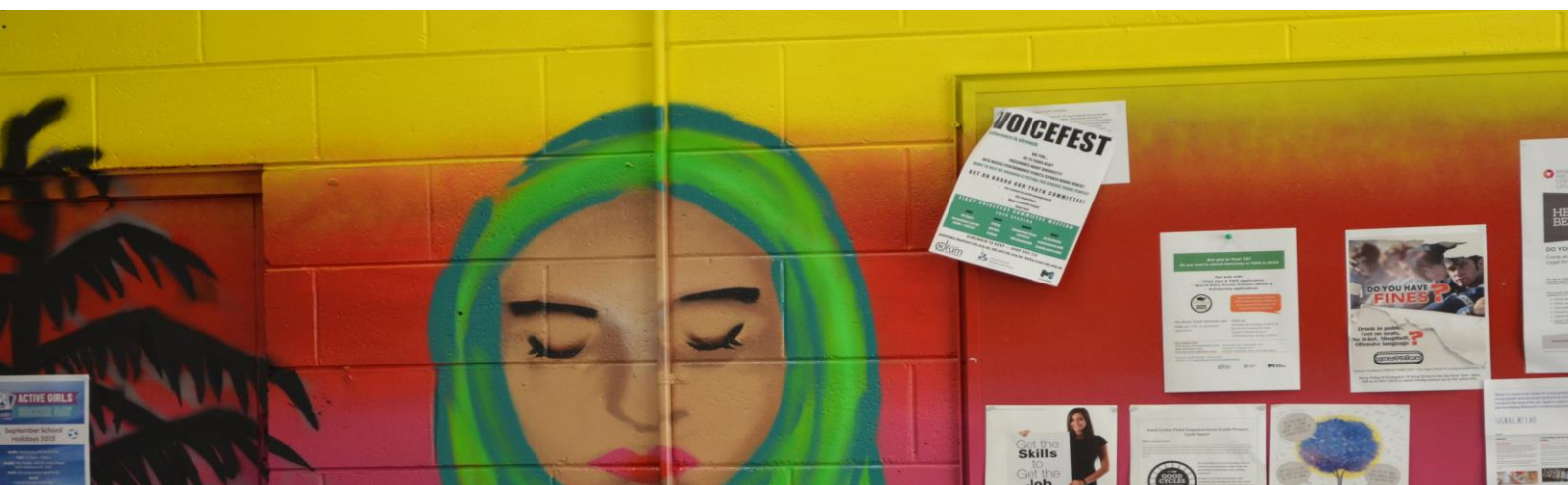
- *"More opportunities for young to have the platform to be heard"*
- *"More community connectivity like festivals"*
- *"Get people to talk about problems and get someone to represent the people of the community"*
- *"Greater youth involvement in community"*
- *"Young people having access to services which will be supportive"*

This tension between wanting to be more involved in community, yet feeling excluded from public spaces and community decisions, is a major frustration to young people. However, forums like We Are Power, community festivals like VoiceFest and programs like Beats by Girls were found to be positive and empowering spaces where young people felt they could connect with others and the wider community and find their voice.





RECOMMENDATIONS



1. City of Melbourne and The Drum Youth Services should work together towards creating a stand-alone youth space for young people in Carlton/Parkville

"We definitely need a youth space- I think for young people growing up, it's really important for all of us to have a space for ourselves, where it's safe and we have a place to belong."

- Queer young person of colour

The space should have the following facilities according to community needs:

- have capacity for minimum 20 people
- free-wifi
- desk space
- an activity space where young people can make noise, ideally large enough for young people to play indoor soccer or other indoor sports
- a separate chill/quiet space
- a kitchenette
- speakers
- television
- consoles that can play FIFA and other sport games
- gender neutral, single-stall toilets
- walls that can be painted and decorated
- bean bags
- be close to the Carlton Housing Estate
- be easily accessed by public transport
- ideally have access to computers, art supplies and recording equipment
- be a separate space away from older community members (not just a room within a public building)

Reasons why this is important:

- The Drum youth services needs a regular space to run events that is both familiar to young people we are engaging in Carlton/Parkville (namely young people from the Carlton Housing Estate), and gives young people the space and freedom to do activities and explore identity in a safe space that is affirmative of their identity
- Young people need to feel a sense of ownership over a space and like they truly belong. These spaces are often extremely difficult for young people to find and activities they enjoy like playing video games, listening to loud music or playing sport may be restricted due to noise or the amount of space on offer. The young people we engaged with are also at high risk of discrimination, even in community spaces like Kathleen Symes Community Centre. Thus having a controlled environment monitored by youth workers who are trained in cultural and LGBTIQ+ safety and are familiar with the young people of the community would provide a safer and more inclusive space for young people to participate in activities, socialise, seek support and explore their identity.



2. City of Melbourne should work with the Carlton Housing office to make the Estate safer

“My kids are scared to go downstairs to play with their friends because of the people [drug users] always sitting in front of our house [on the stairs]”

- Resident of the Carlton Housing Estate

These are the recommendations made by the community to improve the safety of the Carlton housing Estate:

- Around the clock security guard presence in flats- this would involve vetting everyone who comes in and out, particularly at night.
- Building 478 Drummond street was identified as highly unsafe and in need of immediate attention as it has a large presence of drug users most of which don't reside in the flat.
- Placing security cameras on drug hotspot areas such as the laundry and stairwell cases.

Reasons why this is important:

- Since renovations, the foyer of building 478 Drummond has become like a “homeless shelter” for a lot of drug users, who bring sleeping bags and spend the night there which compromises people's safety.
- Injections on the staircases; drug users inject themselves on the stairs, which is directly in front of people's homes and leave the needles there. This is particularly unsafe for families with young children.
- Most of the laundry doors are tampered with, which means they can't be locked. This has resulted in drug users using the laundry rooms to inject themselves and even sleep in, which has made it quite an unsafe space for residents when they need to do their laundry.

3. City of Melbourne should support Drummond Street Services in upskilling young people and providing opportunities for employment and engagement with decision-making

“Having young people at the head of running events and designing resources will a. provide better services that address the needs of young people, and b. the process it-self provides a service to young people by giving us the experience of autonomy and contributing to community change”

- President of YGender

- With the support of city of Melbourne, the Drum should engage in discussion with businesses in Carlton/Parkville such as restaurants and supermarkets about hiring diverse groups of people from the local community.
- The Drum should run resume writing and interview preparation workshops during school holidays and around November (to align with holiday casual hiring) for the young people who attend their programs.
- City of Melbourne should support businesses in getting LGBTIQ+ inclusivity, and cultural safety training.
- City of Melbourne and The Drum should pay young people who they work with
- Skill building and work experience opportunities

Reasons why this is important:

- Lack of LGBTIQ+ inclusivity, and cultural safety training on behalf of management could be impacting the way young people are treated in the workplace and also impact their opportunities of getting a job.
- The young people expressed their reluctance for applying for particular jobs due to fears of having to be subjected to cultural/religious intolerance.

- young people felt like their time and expertise won't be valued as majority of the time they're given vouchers for their input rather than real money.



“People who don’t experience discrimination don’t often realise just how pervasive it is and just how even the little things affect you. While most of the time I can brush it off, sometimes just having someone slip up on my pronouns or having to pick between male and female toilets can suddenly make my anxiety flare up”. - Non-binary Youth Peer Leader

4. City of Melbourne and Drummond Street Services to lead the way with LGBTIQ+ inclusivity

- City of Melbourne and Drummond Street services to train all staff in gender diversity and LGBTIQ+ inclusion and have this training run annually to ensure information and training is up to date
- City of Melbourne to promote the need for training in gender diversity and LGBTIQ+ inclusion in other local government-run facilities, organisations and events
- City of Melbourne to ensure all policies and laws surrounding homelessness are considerate of the disproportionate number of homeless LGBTIQ+ (particularly trans and gender diverse) identifying people
- City of Melbourne and Drummond Street to make sure there are services that adequately support LGBTIQ+ young people especially in mental health, domestic violence, housing and homelessness support services
- City of Melbourne and Drummond Street services to promote and support LGBTIQ+ (particularly trans and gender diverse) services
- City of Melbourne and Drummond Street Services to make all forms, policies and procedures inclusive of gender diverse identities
- City of Melbourne and Drummond Street Services to increase visibility of LGBTIQ+ inclusion by:
 - Celebrating and running events for days such as IDAHOBIT (International Day Against Homophobia, Biphobia, and Transphobia)
 - Putting up posters and flags (namely rainbow flags and transgender pride flags)
 - Providing resources for LGBTIQ+ young people in reception areas, waiting rooms and at stalls
 - Making sure these resources are available in other local government-run facilities
 - Promote LGBTIQ+ youth events through social media and website
 - Engage in affirmative hiring practices for members of the LGBTIQ+ community
 - Ensure that policies and hiring practices surrounding women/gender inclusivity is inclusive of trans and gender diverse people

Reasons why this is important:

- LGBTIQ+ young people experience discrimination throughout their lives at home, in the media, in school and in public, and are at a greater risk of being homeless, unemployed, and experiencing mental illness. It is the job of the whole community to help alleviate the risk of discrimination and provide inclusive, positive environments and opportunities for LGBTIQ+ young people.
- All service providers and organisations that work with young people also need to be trained in LGBTIQ+ inclusivity so they can provide the best support regardless of the young person's identity.

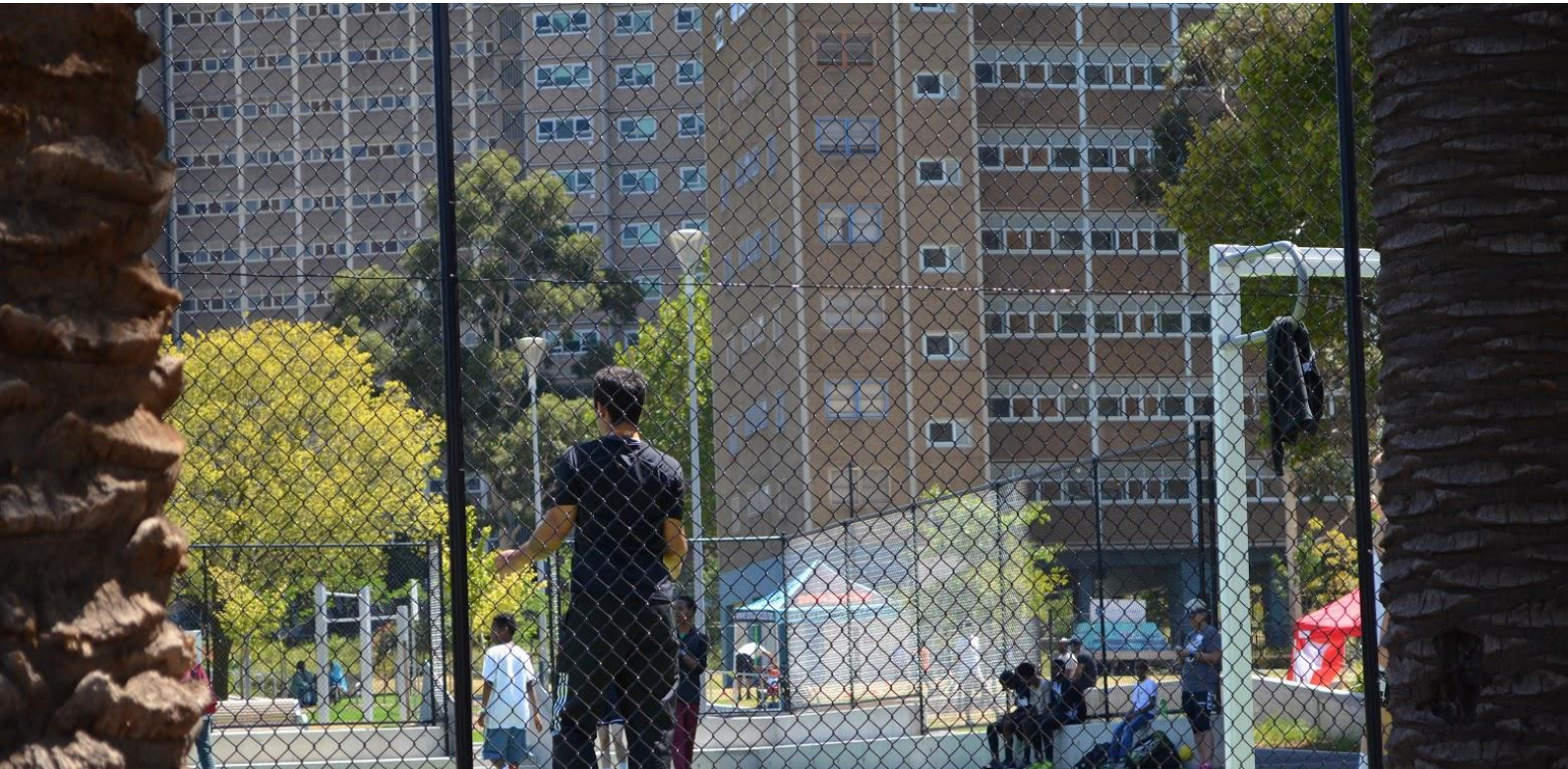


“I feel like there’s a still a big gap between organisations and the young people they’re trying to connect with. Using channels like unis and schools are okay but what about the isolated people? We need to take initiative in outreach”

- (in)visible Youth Peer Leader

5. City of Melbourne and Drummond Street Services to increase outreach and engagement with young people

- Hire young people from diverse backgrounds and communities to help with program, service and event development
- City of Melbourne to create a youth-specific Facebook page to promote events, articles, youth services and participate Melbourne
- City of Melbourne to create youth-specific website with links to events, articles, youth services and participate Melbourne
- City of Melbourne and The Drum Youth Services to regularly update and post events through social media platforms (namely Facebook) at least 2-3 times a week
- Run events and programs within communities and in familiar spaces for young people within these communities
- Make events, programs and services:
 - accessible by having wheelchair access and being close to accessible trams and trains
 - In LGBTIQ+ and culturally safe venues
 - have access to quiet/chill spaces
 - have access to single-stall gender neutral toilets
 - have youth workers from diverse backgrounds and representative of the young people accessing these spaces
 - City of Melbourne and Drummond Street Services to create safe and empowering spaces and platforms for young people to share their voice and opinions



The Drum's Youth Peer Leaders can be contacted on



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