



BUILDING OUR COMMUNITIES.

VISIBLE.
CONNECTED.
PROUD.

STRATEGIC PLAN
2021-2024



We are excited to present our Strategic Plan for 2021 to 2024. The objectives in this plan will put Brisbane Pride's work into action over the next three years. This plan will serve as the cornerstone of our decision-making process. It is a testament to how far we have come as an organisation, what we have achieved, and our vision for the organisation we aspire to become.

The Strategic Plan has been crafted with the benefit of informed feedback and careful reflection that inspires our dreams for the future. The Brisbane Pride Committee took this exercise seriously. Community feedback following our Festival and events over the past 12 months has given us open and honest feedback about the future of our organisation. Following our Fair Day in recent years, a welcomed number of members from our community provided feedback about their experience and hopes for the future. Our Pride Committee has spoken with many community leaders,

activists, politicians, volunteers and key stakeholders to ensure that we are building on those areas where our energy is most needed. This plan sets out our renewed objectives and is underpinned by a commitment from the Committee to focus on improving our support for LGBTIQ+ Sistergirl and Brotherboy people, strengthening our community engagement and reaffirming our willingness to be visible as community leaders.

Over the past couple of years, we have enhanced our relationship with our communities, increased transparency of our processes and diversified our programming. Now, as the meaning of Pride evolves, we have re-examined our vision and objectives in order to maintain our leadership in Queensland.

We will honour our courageous past and celebrate how far we have come, as we look forward and remain committed to the challenges ahead of us and our communities.





MISSION:

Brisbane Pride organises and delivers events for our LGBTIQ+ Sistergirl and Brotherboy communities and our allies to create connections, improve confidence and increase wellbeing.

VISION:

Brisbane Pride aspires to empower all LGBTIQ+ Sistergirl and Brotherboy people to live safe, well connected and confident lives.

OUR VALUES:



Respect

Respect everyone's uniqueness, views and experiences; and the knowledge, protocols and cultures of Aboriginal and Torres Strait Islander peoples and their continuing connection and relationship to country.

Transparency

Engage honestly, transparently and with integrity; work to further the objects of Brisbane Pride Incorporated.

Accountability

Be accountable to the organisation's stakeholders; declare any potential conflicts of interest. Uphold meaningful engagement practices that place LGBTIQ+ Sistergirl and Brotherboy voices and lived experiences central to the development of Brisbane Pride events.

Equality

Ensure every individual has equal opportunity to live safe, well connected and confident lives through upholding and protecting human rights.



Strategic Objectives

1. Brisbane Pride will amplify the voices of our LGBTIQ+ Sistergirl and Brotherboy communities.

We will:

- i. Seek and use feedback to inform our work
- ii. Consult through codesign and recognise Community Champions and Lived Experiences as equal voices in the design and delivery of Brisbane Pride Festival Events
- iii. Engage with the key stakeholders, partners and media
- iv. Be proactive in networking with our communities.

2. Brisbane Pride will strengthen the wellbeing of our LGBTIQ+ Sistergirl and Brotherboy communities through a focus on mental health and wellbeing.

We will:

- i. Deliver and support safe accessible and positive Pride events and Campaigns
- ii. Run campaigns that promote positive mental health and wellbeing strategies
- iii. Provide financial and other support to community groups through the Kal Collins Memorial Fund
- iv. Provide information at all events and create opportunities to link with community partners.

3. Brisbane Pride will host events that increase the diversity inclusion, visibility and acceptance of LGBTIQ+ Sistergirl and Brotherboy people, families and communities. Brisbane Pride events will increase self determination and resilience; and uphold human rights and discrimination, including a zero tolerance to all forms of discrimination and lateral violence.

We will:

- i. Celebrate and recognise the achievements of LGBTIQ+ Sistergirl and Brotherboy Queenslanders at the world's longest continuous event, the Queens Ball Awards
- ii. Commemorate and remember those gone before us at the Garden Memorial annual event
- iii. Deliver the annual Queer Formal for youth and young people
- iv. Deliver and partner in accessible, safe and engaged Pride Month events, including Fair Day.



