



# Amplify Pride Fund Resourcing the Australian LGBTQIA+ Community Sector

Australian Philanthropy 'Community Philanthropy' Award Recipient



# Acknowledgement of Country

GiveOUT and The Aurora Group acknowledge Aboriginal and Torres Strait Islander peoples as the first inhabitants and Traditional Custodians of the lands on which we live and work. We pay our respects to all Elders past and present. Sovereignty has never been ceded. This always was and always will be Aboriginal land and that is why supporting First Nations communities is a key priority of Amplify Pride Fund.

Amplify Pride Fund is proud to support BlaQ Aboriginal Corporation in our 2023 grant round.



Caption: BlaQ Aboriginal Amplify Pride Fund is proud to support BlaQ Aboriginal Corporation in our 2023 grant round.



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# Welcome

## Dear Friends and Supporters,

We are delighted to present the inaugural Amplify Pride Fund Impact Report, sharing our collective achievements towards our vision of an empowered, sustainable, and well-resourced Australian LGBTQIA+ community sector.

The Amplify Pride Fund is a national LGBTQIA+ fund founded in 2022 by GiveOUT and The Aurora Group (Aurora), with support from The Snow Foundation and a committed cohort of community donors. The Amplify Pride Fund provides LGBTQIA+ organisations across Australia with larger, more flexible funding than they have previously had access to through an annual, community-led process.

Despite significant progress, LGBTQIA+ communities continue to experience disproportionate rates of mental ill health, isolation, homelessness, and economic marginalisation. We know that LGBTQIA+ community-led solutions are best placed to tackle these ongoing challenges, however the LGBTQIA+ sector is chronically underfunded, receiving just 5 cents in every \$100 philanthropic dollars.

In its first two years, the Amplify Pride Fund distributed a total of \$451,000 to 11 organisations. Congratulations to all of our grant partners: A Gender Agenda, Trans Justice Project, Equality Australia, Inclusive Rainbow Voices, New City Church, BlaQ Aboriginal Corporation, Forcibly Displaced People's Network, Beyond Bricks and Bars, Intersex Peer Support Australia, Sydney Queer Muslims, and Rural Pride Australia. These change-making organisations are supporting the most marginalised members in our communities and tackling significant challenges and systemic gaps with new and innovative solutions.

What makes Amplify Pride Fund unique is that it is by community and for community. In placing community at the forefront of decision making and resource allocation, Amplify Pride Fund is responsive to the needs and aspirations of those it serves. We are proud that Amplify Pride Fund was awarded the 'Community Philanthropy Award' at the 2024 Australian Philanthropy Awards Showcase.

The objectives of Amplify Pride Fund are to:

1. Provide LGBTQIA+ organisations with access to more sustainable funding that enables them to thrive and grow.
2. Prioritise funding for LGBTQIA+ communities that are uniquely marginalised or underserved.
3. Build the capacity of LGBTQIA+ organisations to be more sustainable and effective beyond the funding timeframe.
4. Create greater awareness of the lack of funding for the LGBTQIA+ sector and provide effective pathways for others to take action.
5. Maximise positive outcomes for LGBTQIA+ communities.

We are proud of what we have achieved together, and are determined to see the Amplify Pride Fund grow and evolve. GiveOUT and Aurora wish to express our immense gratitude to The Snow Foundation for their generosity and leadership in supporting Amplify Pride Fund. We plan to open the next funding round in August 2024 and invite funders who share our ambitious vision to share our journey.



Sam Turner (she/they)  
Chair of Aurora

*Sam  
Turner*



Georgia Mathews (she/her)  
Chair of GiveOUT

*Georgia  
Mathews*

1 <https://www.rainbowresources.org.au/>

**"We are *by community and for community* – communities that are strong, vibrant, creative, and connected.**

**Better resourcing helps rainbow communities *amplify our strengths* and shine our light even brighter.**

**Together, we can work towards a safer and more *inclusive Australia for all.*"**

**- Em Scott, CEO, GiveOUT**

# Thank you to our generous supporters

Thank you to all our funders and supporters

## Cornerstone Supporter

The Snow Foundation

## Principal Supporters

Paul Ramsay Foundation

Brennan Lynch Foundation

Heath Family Fund

Microsoft

## Individual Donors (\$1,000 and over)

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Alex Greenwich

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Robbie Robertson

Romany Brooks

Sally Ann Klapp

Scott Duncombe

Shaun Temby

Siddharth Yadward

Simon Moses

Stephen Wade

Tom Snow

Troy Roderick

Will Brunton

## Community partners

Social Impact Hub

Pride by Side

Australian Progress

Clayton Utz

The Social Story

Bayley Turner

Canva



From left: Jones Jones, Program Manager Aurora, Georgia Matthews, Chair GiveOUT, Em Scott, CEO GiveOUT with the Community Philanthropy Award at the Australian Philanthropy Awards Showcase event

# About Us

## The two LGBTQIA+ led philanthropic organisations behind The Amplify Pride Fund

GiveOUT and The Aurora Group are two Australian LGBTQIA+ community led community funders who hold a shared vision of creating an empowered, resilient, and well-resourced LGBTQIA+ community sector. The two organisations have a history of combining resources and working together, including co-authoring the “Where are the Rainbow Resources?” research report in 2021, that is now the leading evidence base for Australian LGBTQIA+ philanthropy, and co-hosting, in partnership with the Global Philanthropy Project, Australia’s first ever LGBTQIA+ philanthropy conference in 2023, ahead of Sydney World Pride. APF draws upon the deep community connections and funding expertise that exists across The Aurora Group and GiveOUT.

### GiveOUT

GiveOUT is an LGBTQIA+ led organisation focused on increasing philanthropic dollars to rainbow communities. GiveOUT achieves this through sector capacity building to increase financial resiliency, research, and advocacy around LGBTQIA+ giving, and the distribution of funds to LGBTQIA+ community organisations, most notably through a national day of giving (GiveOUT Day). Since 2016, GiveOUT has distributed over \$2 million to more than 150 LGBTQIA+ organisations.

<https://giveout.org.au/>



### Key people



#### **Georgia Mathews (she/her), Chair**

Georgia founded GiveOUT in 2016. She is the former Director of Philanthropic Services at Australian Communities Foundation and holds a Master of Social Investment and Philanthropy from Swinburne University of Technology.



#### **Cat Fay (she/her), Deputy-Chair**

Cat is a founding Board Member of GiveOUT and is currently Managing Partner at Perpetual, leading the team focused on giving money meaning and providing families with all the support they need to reach their financial goals.



#### **Em Scott (she/her), CEO**

Em is the former CEO and Board Director of Out for Australia (an LGBTQIA+ not-for-profit) with 10 years experience as a health and human services management consultant, including at Nous Group. She is an admitted lawyer and holds a Master of Business Administration from the Australian Graduate School of Management.

# About Us

## Aurora

Since 1999, Aurora has been a leading community-led grant-making and fundraising organisation for the LGBTQIA+ sector. To date, it has funded almost \$2 million to organisations across NSW and VIC. Aurora is committed to empowering Australian LGBTQIA+ organisations in their pursuit of equality and better outcomes for the most marginalised members of the community, and actively works to attract more essential philanthropic funding to the sector. Aurora organises unique fundraising events such as the annual Aurora Ball, that not only raise funds but also spotlight the generosity, diversity, and resilience of the community.

<https://www.auroragroup.org.au/>



## Key people



### **Sam Turner (she/they), Chair**

Sam Turner is a global people, inclusion, and cultural reform leader. She is currently Chief People Officer at Allens law firm, with 25+ years' experience across the financial services, technology, higher education, arts, community, and natural resources sectors.



### **David Scammel (he/him), Deputy Chair**

David currently leads government relations with Global Philanthropy Project, a collaboration of 22 of the leading funders of global LGBTQIA+ issues. He has over 19 years' experience in human rights and public health advocacy, policy, programming, and philanthropy.



### **Jones Jones (they/them), Program Manager**

Jones has over 15 years' experience in business, event management, and organising, including with Sydney Vegan Market and Vegan NSW. Jones brings extraordinary community connections and understanding, as well as an ability to make community members feel special, heard, and included.



Caption: In partnership with the Global Philanthropy Project, GiveOUT and Aurora co-hosted Australia's first ever LGBTQIA+ philanthropy conference in 2023, ahead of Sydney World Pride.

We've provided larger and more flexible funding than most LGBTQIA+ Australian groups have previously had access to, and we've spread the word among Australian and international philanthropy about the urgent funding needs of our sector.

**\$515,000**

Additional (known) funding secured by grant partners after receiving Amplify Pride Fund funding

**2,850**

Estimated direct end beneficiaries of pilot grantees

**\$451,000**

Total granted to LGBTQIA+ organisations

**62%**

Increase in total grants pool from 2022 - 2023

**14**

Total grants made to LGBTQIA+ organisations in 2022 and 2023

**2 out of 3**

Grantees working at a national scale

**\$32,000**

Average grant size

**164**

Expressions of interest in our 2023 grant round

# A Snapshot of our Grantees



## **Inclusive Rainbow Voices**

Expanding a National Voice for LGBTQIA+ people with Disability

Amount funded: \$95,000 over 2022 and 2023



## **Trans Justice Project**

Tackling the Anti-Trans Lobby and Disinformation Online

Amount funded: \$95,000 over 2022 and 2023



## **New City Church**

Shaping Safe and Inclusive Communities of Faith

Amount funded: \$30,000 over 2022 and 2023



## **Equality Australia**

Launching a national campaign for #TransEquality

Amount funded: \$30,000 in 2022



## **A Gender Agenda**

Supporting young transgender, gender diverse and intersex people in ACT and surrounds

Amount funded: \$40,000 in 2022

# A Snapshot of our Grantees



## **Forcibly Displaced People Network**

Building an Inclusive Australia for LGBTQIA+ Refugees  
Amount funded by Amplify Pride Fund: \$30,000 in 2023



## **Intersex Peer Support Australia**

Expanding a National Voice for Intersex People & their Families  
Amount funded by Amplify Pride Fund: \$40,000 in 2023



## **Flat Out - Beyond Bricks & Bars**

Supporting Incarcerated Trans & Gender Diverse People  
Amount funded by Amplify Pride Fund: \$35,000 in 2023



## **Rural Pride Australia**

Creating Safety & Support for LGBTQIA+ rural and regional people  
Amount funded by Amplify Pride Fund: \$20,000 in 2023



## **BlaQ Aboriginal Corporation**

Fuelling the Heart of the LGBTQ+SB Community  
Amount funded by Amplify Pride Fund: \$20,000 in 2023



## **Sydney Queer Muslims**

Expanding support for LGBTQIA+ Muslims During Crisis  
Amount funded by Amplify Pride Fund: \$36,000 in 2023

# Why is Amplify Pride Fund needed?

## LGBTQIA+ communities are far from equal

Almost 3 million Australians identify as LGBTQIA+. However, despite significant progress, our communities are far from equal. Due to ongoing experiences of isolation, stigma, and discrimination, LGBTQIA+ communities experience poorer health and economic outcomes than their non LGBTQIA+ peers, across education, mental health, homelessness, access to health services, and more.

In recent years, there has been an alarming rise in transphobia from anti-trans lobbyists, attacks on LGBTQIA+ events, and spread of anti-trans disinformation in the media and online. This is a deliberate political polarisation tactic that has resulted in devastating impacts on LGBTQIA+ communities and substantial threats to democracy.

Existing legislation continues to impede equality, including laws that prevent self-determination and gender recognition for trans and gender diverse people, laws that allow religious institutions to discriminate against LGBTQIA+ people, and laws that allow harmful conversion practices.

- LGBTQIA+ people have the highest rates of suicidality compared with any other population in Australia (Rainbow Resources report)
- Three in four LGB+ Australians have experienced a mental illness at some point in their lives (ABS 2020-2022 National Study of Mental Health and Wellbeing)
- One in two transgender people have experienced anti-trans hate in the past twelve months (Trans Justice Project, Fuelling Hate Report 2023)
- <50% of LGBTQIA+ students feel safe at school (Rainbow Resources report)
- One-third of transgender people have experienced homelessness (Rainbow Resources report)
- >75% of LGBTQIA+ people living in rural and regional areas do not have access to LGBTQIA+-inclusive mental health services (Rainbow Resources report)

## LGBTQIA+-led services are essential, but chronically underfunded

We know that LGBTQIA+ community-led solutions can increase justice, access to healthcare, safety in our workplaces and schools, and enable equality for all people. This is evidenced by Australia's world-leading, community-driven response to HIV / AIDS. In our Rainbow Resources report, nine in ten respondents said that queer people are best placed to deliver services to queer communities. They enable empathy, nuanced understanding, peer support, and mobilisation around their own rights.

Despite the significant needs and the importance of LGBTQIA+ solutions, our sector is chronically underfunded. The Australian philanthropic sector has historically not invested in the Australian LGBTQIA+ community sector, and as a result, our sector is mostly volunteer-run, with 39% of organisations operating on annual budgets of less than \$10,000 and 41% of organisations unable to meet demand for services.

# Why is Amplify Pride Fund needed?

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Only 0.2% of all registered charities list LGBTQIA+ people as the main beneficiary group that they serve, meaning we are one of the least common beneficiary groups served by Australian charities. **There is so much potential waiting to be unleashed by a well-resourced LGBTQIA+ community sector.**

***“There is no substitute for lived experience. Queer people are always going to be best placed to serve the queer community.”***

- Key informant interviewee, Rainbow Resources Report

***“We have expertise and lived experience in our own communities. If we had appropriate funding and reach, our impact would be huge.”***

- Key informant interviewee, Rainbow Resources Report



# Our Granting Priorities

**Amplify Pride Fund granting priorities were developed based on the key needs and gaps identified in the research, including in our Rainbow Resources report.**

## Focus Areas

We support organisations and projects working in one or more of the below focus areas:

1. Addressing economic disadvantage in LGBTQIA+ communities
2. Challenging discrimination and violence, and their impacts on LGBTQIA+ wellbeing
3. Promoting human rights and social justice for LGBTQIA+ communities
4. Building the capacity of the LGBTQIA+ community sector

## Our Priorities

In addition to working in our focus areas, we prioritise initiatives that:

- address an issue or gap at a systemic level
- are led by and/or substantially include those with lived experience of the relevant target population in design and decision making
- present an evidence-based solution
- are bold and innovative, and/or
- build capacity to be more sustainable and effective beyond the lifetime of the grant

## Target Populations

Populations we are prioritising include LGBTQIA+ communities that are uniquely marginalised or underserved, with a focus on:

1. First Nations communities
2. other LGBTQIA+ communities that experience intersectional marginalisation or discrimination including: people of colour, migrants, refugees and people seeking asylum, people of faith, people with disability
3. trans and gender diverse communities, and/or
4. intersex communities



# How it works

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## Two-stage grant application

The grant cycle begins with an open call seeking EOIs from LGBTQIA+ organisations. As part of this process, we undertake proactive identification of potential grantee partners. Recognising the limited capacity of many LGBTQIA+ organisations, the EOI requirements are kept to a minimum. EOIs are then assessed by a working group made up of GiveOUT and Aurora representatives, with shortlisted applicants invited to submit a full proposal, with support from the working group. In 2023, we further simplified, streamlined, and digitised the EOI and full application forms, receiving positive feedback from grant partners.

## Funding decisions against granting priorities

The working group assesses the final applications against the granting priorities, capacity to deliver, proposed use of funds to solve the identified problem, and the significance of the proposed outcomes for target populations.

## Capacity building supports

Best practice philanthropy is more than just funding. Amplify Pride Fund offers grant partners 1:1 support, opportunities for peer learning, and structured training opportunities to deliver on the grant and build the foundations for future sustainability. In 2023, we developed a robust capacity-building program called 'Connect and Learn', which is delivered online via monthly sessions (more in section 'Building Sustainable Organisations' below).

## Leveraged funding

With almost \$1 million in compelling funding asks from the pool of applicants in 2022 and 2023, it was not possible to support them all. This includes powerful, community-led initiatives that could create the systemic change our sector so desperately needs. After selection, we work with grant partners and existing funders to leverage the original grants pool to obtain top-up funding for organisations approved for APF funding.



# Feedback from grant partners

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*This application form was very straightforward, reasonable, and flexible, which is appreciated for a small organisation.*

***I have really appreciated the genuine desire to get to know our work and be present with us.***

*Thanks for the thought, consideration and care invested in this grant application process.*

***Working with Amplify Pride Fund helped us to think beyond our community which has allowed us to care for our community better.***

*We have found it so supportive and love the idea of Connect and Learn sessions.*

***Amplify Pride Fund can be another space for people to come together and grow together.***

# Five layers of impact

APF seeks to achieve impact across five objectives:

- **Sustainable funding**  
Provide LGBTQIA+ organisations access to more sustainable funding that enables them to thrive and grow
- **Prioritising marginalised communities**  
Prioritise funding for LGBTQIA+ communities that are uniquely marginalised or underserved
- **Building sector capacity**  
Build the capacity of LGBTQIA+ organisations to be more sustainable and effective beyond the funding timeframe
- **Influencing philanthropic practice**  
Create greater awareness of the lack of funding for the LGBTQIA+ sector and influence others to take action
- **Maximising positive outcomes**  
Maximise positive outcomes for LGBTQIA+ communities



# Impact

## Sustainable funding

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Amplify Pride Fund prioritises LGBTQIA+ organisations filling gaps in the sector and/or who struggle to access mainstream funding sources. Feedback from grant partners demonstrates the criticality of the fund. For many organisations, funding from Amplify Pride Fund has been their most significant funding to date, and has positioned them to secure additional funding.

### **Amplify Pride Fund was the first formal funding for five grantees**

- Trans Justice Project - had only previously received funding from donations via a Kickstarter campaign
- New City Church - had previously operated on small donations from individuals with a total income of less than \$30,000
- Equality Australia #Transequity campaign - a new campaign launched in 2023 with seed funding from Amplify Pride Fund
- Inclusive Rainbow Voices - a new organisation founded in late 2022 with seed funding from Amplify Pride Fund
- Intersex Peer Support Australia - operating since 2001 but previously completely volunteer-run with annual income of less than \$1,000

### **Amplify Pride Fund helped grantees attract \$515,000 in additional funding**

- Beyond Bricks and Bars recently secured \$230,000 from the Victorian Government Department of Health, doubling their revenue
- Inclusive Rainbow Voices obtained \$125,000 from three additional funders
- Equality Australia TransEquality campaign secured an additional \$150,000 from Mannifera, Reichstein, and ACF
- Trans Justice Project secured an additional \$10,000 from ACF



# Impact

## Prioritising marginalised communities

Amplify Pride Fund prioritises LGBTQIA+ communities that are uniquely marginalised or underserved. We are proud that the grantee cohort covers all identified target populations.

### Total Granted Across 2022 and 2023

**\$30K**

**First Nations Peoples**

**\$20K**

**Refugees & asylum seekers**

**\$21K**

**People of colour**

**\$35K**

**People of faith**

**\$55K**

**Disability**

**\$20K**

**Regional & remote**

**\$70K**

**Trans & gender diverse**

**\$40K**

**Intersex**

# Impact

## Building sustainable organisations

***“[Amplify Pride Fund] support has been invaluable. It allowed me to focus full-time on building this organisation at a time where this work is incredibly urgent. Funding allowed us the capacity to develop a clear strategy to ensure we stay focused on our mission and not be reactive. I am just very grateful for the support you have shown this work and our community.”***

- Jackie Turner, Founder, Trans Justice Project

Many funding programs available to LGBTQIA+ organisations are project-based. Amplify Pride Fund provides untied funding, and encourages organisations to invest in their capacity and sustainability because we know this is necessary for greater impact. This includes staffing, measurement evaluation and learning, infrastructure, communications, operations, governance, fundraising, and strategy. This allows grant partners to establish the foundations for achieving long term, structural change.

Additionally, in 2023 we introduced a comprehensive and co-designed capacity-building program for grant partners. This is predominantly delivered via monthly ‘Connect and Learn’ training workshops, which provide grant partners with opportunities to build critical skills and engage in peer learning, and are delivered in partnership with sector experts.

See more below for common capacity challenges faced by grant partners, key achievements by pilot grant partners in strengthening foundations, and additional supports offered by Amplify Pride Fund across different capacity-building function areas.

### STRATEGY AND IMPACT

Common challenges faced by grant partners	Achievements by pilot grant partners	Supports offered by Amplify Pride Fund
Knowing where to prioritise limited resources  Making decisions in uncertain environments  Measuring impact (particularly in advocacy)	Trans Justice Project developed a clear five-year strategy, allowing them to make strategic (rather than reactive) decisions on how or whether to respond to specific opportunities or issues  New City Church and Inclusive Rainbow Voices formalised their first strategy	Connect and Learn session with Social Impact Hub - Impact Measurement 101

# Impact

## Building sustainable organisations

### FUNDING AND GOVERNANCE

Common challenges faced by grant partners	Achievements by pilot grant partners	Supports offered by Amplify Pride Fund
<p>Securing multi-year funding that allows for long-term planning</p> <p>Resources and capability in fundraising and grant writing</p> <p>Recruiting board members with the necessary skills</p>	<p>In the grant period, Trans Justice Project obtained DGR status and established their Board</p> <p>Inclusive Rainbow Voices successfully obtained additional funding to develop a fee-for-service funding stream</p>	<p>Connect and Learn session with GiveOUT - Introduction to philanthropy, funding landscape, and funding opportunities</p> <p>Comprehensive grants database on LGBTQIA+ funding opportunities across Australia</p>

### BRANDING AND COMMUNICATIONS

Common challenges faced by grant partners	Achievements by pilot grant partners	Supports offered by Amplify Pride Fund
<p>Understanding how marketing can support the achievement of strategic goals</p> <p>Resources to manage regular social media communications</p> <p>Clearly and persuasively communicating the impact and importance of their work</p>	<p>Equality Australia invested in developing a campaign-specific website</p> <p>Inclusive Rainbow Voices built a national profile, becoming the 'go-to' voice for LGBTQIA+ disability matters in Australia</p>	<p>Connect and Learn session with The Social Story - Crafting Connections: Unlocking the Power of Communications for Community Organisations</p> <p>Connect and Learn session with CANVA - Design 101</p> <p>Amplification of messages via GiveOUT and Aurora's official channels</p>

### SYSTEMS, POLICIES AND PROCESSES

Common challenges faced by grant partners	Achievements by pilot grant partners	Supports offered by Amplify Pride Fund
<p>Sufficient resources to develop a full suite of policies and processes that enable growth</p> <p>For newly established organisations, setting up foundations from scratch</p>	<p>As a newly established organisation, Inclusive Rainbow Voices have benefited from accessing shared services (e.g. bookkeeper) of an auspisor</p>	<p>Pro bono legal referral pathway with Clayton Utz</p> <p>Mentor referral pathway via Pride by Side</p>

# Impact

## Building sustainable organisations

### PEOPLE AND CULTURE

Common challenges faced by grant partners	Achievements by pilot grant partners	Supports offered by Amplify Pride Fund
<p>Supporting the wellbeing of staff and volunteers, particularly when working with populations with complex needs</p> <p>High staff turnover and burnout management, particularly for founders and leaders</p>	<p>Both A Gender Agenda and New City Church introduced regular, mandated peer supervision for staff and volunteers, including via peer support, debriefs, and wellbeing check-ins</p>	<p>Connect and Learn session with Sam Turner, Chief People Officer of Allens &amp; Chair of Aurora - How to effectively recruit and retain talent</p> <p>Connect and Learn session with Bayley Turner - Wellness, Resilience and Consent in nonprofit leadership</p>

### UNDERSTANDING LGBTQ+ COMMUNITY NEED AND PERSPECTIVES

Common challenges faced by grant partners	Achievements by pilot grant partners	Supports offered by Amplify Pride Fund
<p>Ensuring services and programs are accessible for the diversity of LGBTQIA+ communities</p> <p>Engaging with 'hard to reach' or disengaged populations including trans populations and populations in regional and remote areas or those that are 'not out'</p> <p>Resources/time to engage deeply with community and form lasting relationships</p>	<p>A Gender Agenda introduced new ways to reach young people, including via Zoom sessions and text messages</p> <p>Equality Australia invested in a robust recruitment and selection process to appoint twelve Trans Council members to ensure the campaign is trans-led</p>	<p>Connect and Learn session with Australian Progress - Passing the Message Stick, learnings from First Nations advocacy</p> <p>Opportunities for peer learning via Connect and Learn sessions</p>

# Impact

## Creating impact for communities

The overall goal of Amplify Pride Fund is to maximise positive outcomes for LGBTQIA+ communities with the funds granted. This table highlights key outcomes achieved by our pilot grant partners, with more information in the following pages for each grantee.

### 2,600 Estimated direct end beneficiaries of pilot grantees

Grantee	Key outcomes
Trans Justice Project	<ul style="list-style-type: none"><li>• There is now an evidence-based strategy for how to tackle anti-trans disinformation. Trans people, allies, journalists, and medical professionals feel more empowered to tackle disinformation in their communities.</li><li>• 600+ people trained in identifying anti-trans information, 250+ people trained in how to have conversations for trans justice, over fifty organisations briefed on tackling the anti-trans lobby.</li></ul>
New City Church	<ul style="list-style-type: none"><li>• Expanded social supports for 200 LGBTQIA+ people of faith and allies, including via weekly Sunday gatherings, a podcast, a wellbeing weekend retreat, and a four-week Religious Harm support group.</li><li>• Leveraged learnings on a national scale by leading the conversation and building a network of LGBTQIA+-inclusive faith-based organisations, culminating in a conference with over sixty-five pastors and ministry workers.</li></ul>
Equality Australia	<ul style="list-style-type: none"><li>• Built a national unified movement for trans equality, by establishing a governance body with twelve council members, training fifteen trans leaders in advocacy, and building a network of 800 subscribers.</li><li>• Success in legal reform in WA and NSW to allow trans and gender diverse people access to identification that matches their gender and defeated the Bill that sought to limit access to gender-affirming healthcare.</li></ul>
A Gender Agenda	<ul style="list-style-type: none"><li>• Supported over 700 intersex, trans, and gender diverse young people in ACT through school outreach, safe and affirming social events, a three-day camp ('Encampment'), and expanded 'Gender Pathways' referral service.</li><li>• Increased inclusive practices of 150 educators through resources and workshops.</li></ul>
Inclusive Rainbow Voices	<ul style="list-style-type: none"><li>• Established foundations for success as the first peak body for LGBTQIA+ people with disability in Australia, becoming the 'go-to' voice for the government and social sector, as demonstrated by extraordinary demand for consultation and advice.</li><li>• Conducted safe and accessible community engagement with 150 LGBTQIA+ people with disability with feedback including, "I've never felt this heard, ever".</li></ul>

# Impact

## Influencing the sector

We have also pursued opportunities to increase awareness of LGBTQIA+ funding need and opportunity, and engaged and influenced mainstream Australian philanthropy to a) join our vision and directly fund LGBTQIA+ organisations, or b) begin to apply an LGBTQIA+ lens and awareness to their funding strategies.

### Important milestones that we have achieved are:

- Awarded 'Community Philanthropy' award at the 2024 Australian Philanthropy Awards Showcase
- Increased the total grants pool from 2022 to 2023 by 62% by bringing on additional funders
- Presented to the Productivity Commission Inquiry into Philanthropy about the urgent need for funding within the sector, and our support of overhauling the DGR system that places barriers on small organisations from applying for funding
- Highlighted Trans Justice Project at the Aurora Ball 2023, which helped solidify their status as experts
- Inclusive Rainbow Voices and Beyond Bricks and Bars spoke on our GiveOUT Day panel event, with other panellists and attendees from the philanthropy and LGBTQIA+ community sectors
- Co-hosted a #Transequality event at Australian Communities Foundation with Reichstein Foundation and Mannifera
- Presented at the Pride in Practice Conference on the role of the private sector in supporting the LGBTQIA+ community



Image: Australian Philanthropy Awards Community Philanthropy Recipient Amplify Pride Fund



Image: GiveOUT Day panel event



Image: Em Scott, GiveOUT CEO speaking at Pride in Practice Conference

***“Being a part of Amplify has definitely raised the profile of our organisation.***

***Having Dhaksh speak at the Aurora Ball was a huge privilege and allowed us to share our work with a huge number of people... It helped us to network and gave our work legitimacy.”***

**- Jackie Turner, Trans Justice Project**

# Trans Justice Project

Combating anti-trans disinformation and hate speech



Caption: From the launch of the Trans Justice Project *Fuelling Hate* report on the steps of Victorian Parliament, August 2023

<b>Total funding Amplify Pride Fund</b>	<b>\$95,000</b>
<b>Key populations reached</b>	Trans and gender diverse communities
<b>Location</b>	National

## Overview

Trans Justice Project was founded in 2023, providing a national movement standing up for freedom, justice, and equality for all trans and gender diverse people. In a short period of time, Trans Justice Project have been able to position themselves as a trusted leader in anti-trans disinformation.

## Funding goals

Trans Justice Project received funding from Amplify Pride Fund to conduct an anti-trans disinformation project, including funding for their first staff member, investigation of anti-trans disinformation tactics, and the development of a findings report and associated resources.

# Trans Justice Project

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## Achievements

Prior to the campaign, there was little familiarity with anti-trans disinformation, the ways it was spread, and how to combat it. Published in 2023, Trans Justice Project's 'Fuelling Hate' report was the largest investigation into anti-trans hate in Australia (with a total of 3099 survey responses) and has become the leading evidence base in Australia on how to tackle anti-trans disinformation.

In the grant period, Trans Justice Project reached 100k people online, supported over 100 people in delivering the report to MP offices, and trained more than 650 people on how to identify and combat anti-trans disinformation. Of those participating in delivering the report to MPs, 20% of participants reported having a conversation with the MP or their staff, with 78% of those conversations being "very supportive". Feedback highlights how Trans Justice Project's work has empowered trans people, allies, the social sector, journalists, and health professionals to tackle disinformation in their workplaces and communities. Trans people have shared that by being part of a national movement, they feel emboldened and less isolated in a growing climate of hostility.

Trans Justice Project also obtained DGR-1 status, expanded their Board, developed a full policy suite, and developed their branding.

## Looking ahead

They are focused on launching the Disinfo watch campaign, continued investment in trans leaders, hosting a national strategy retreat in 2024 to launch the national movement strategy, and collaborating with a recently established international network of organisations tackling anti-trans disinformation.



# Inclusive Rainbow Voices

Expanding a national voice for LGBTQIA+ people with disability



Image: Launch event for Inclusive Rainbow Voices in April 2023

Total funding Amplify Pride Fund	\$95,000
Key populations reached	LGBTQIA+ people with disability
Location	Victoria and National

*“Funding from Amplify Pride Fund allowed IRV to go from an idea on paper into a living, thriving organisation. It gave us the ability to operationalise our vision. We knew the demand was there but we have been overwhelmed by just how much demand there is for our organisation.”*

- Katherine Marshall, CEO, Inclusive Rainbow Voices

*“I’ve never felt this heard, ever.”*

- LGBTQIA+ person with disability participating in Inclusive Rainbow Voices community consultation

# Inclusive Rainbow Voices

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## Overview

Inclusive Rainbow Voices is a human rights organisation by and for LGBTQIA+ people with disability. In a short period of time, they have established themselves as the ‘go-to’ organisation and national voice for LGBTQIA+ disability matters in Australia.

Inclusive Rainbow Voices exists to address the significant barriers for LGBTQIA+ people with disability participating in mainstream society, disability, and LGBTQIA+ communities. The organisation arose from an express desire from the community for an LGBTQIA+-specific disabled people’s organisation that was able to adequately understand, represent, prioritise, and support their needs and rights.

## Funding goals

Start-up funding from Amplify Pride Fund enabled Inclusive Rainbow Voices to go from an “idea on paper” to a living, thriving organisation, founded in late 2022. Funding was used to recruit Inclusive Rainbow Voices’ inaugural CEO, Katherine Marshall, an experienced disability, accessibility, and inclusion policy expert.

## Achievements

In less than twelve months, Katherine has driven the development and operationalisation of the organisation’s strategic plan, conducted a national consultation with 150+ LGBTQIA+ people with disability, built sustainability beyond the lifetime of the grant through an additional \$125,000 in government and philanthropic funding, upskilled LGBTQIA+ and disability community organisations on accessibility, and advocated for the rights and interests of LGBTQIA+ people with disability to state and federal governments and agencies. The national community consultations made clear the huge demand for a safe and accessible space for LGBTQIA+ people with disability to connect, with one participant sharing “I’ve never felt this heard, ever”.

## Looking ahead

Throughout the year, Inclusive Rainbow Voices faced challenges in meeting the extraordinary demand for advice and expertise. To better meet this demand moving forward, they have secured additional funding to develop a fee-for-service consulting and training program. They have also secured funding to develop a national network of LGBTQIA+ disability justice advocates and a peer support group for LGBTQIA+ people with disability.



# New City Church

Safer sacred spaces: building a network of LGBTQIA+, trauma-informed, faith-based communities



Caption: New City Church Sunday community gatherings

*"I came to New City Church through a happy series of coincidences. It has been a place where I've felt safe to be myself - which, as someone who is non-binary and queer and autistic, is hard to find. New City Church has given me a community that has been family for me, when my blood family feels distant."*  
- New City Church member

Total funding Amplify Pride Fund	\$30,000
Key populations reached	<ul style="list-style-type: none"><li>• LGBTQIA+ people of faith and their allies</li><li>• Individuals who have experienced trauma from the church</li></ul>
Location	Sydney, NSW and National

*"As a small and new organisation, funding from Amplify Pride Fund allowed us to move out of survival mode and into thinking deeply about the long term vision. It has also allowed us to better care for our community."*

- Joel Hollier, Co-Pastor

# New City Church

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## Overview

New City Church exists to provide a safe space for people to explore faith in new and engaging ways. As a not-for-profit that exists for religious purposes, New City Church was born out of a desire to see those who have been harmed by religious organisations find refuge and healing.

## Funding goals

Prior to receiving Amplify Pride Fund funding, New City Church was operating and relying on small donations and volunteers. New City Church received funding for two priorities. Firstly, to expand their social support groups and secondly, to build a national network of faith based organisations and individuals seeking to become inclusive of LGBTQIA+ individuals in trauma-informed ways.

## Achievements

New City Church reached 100 LGBTQIA+ people of faith and allies through weekly Sunday gatherings, fortnightly community groups, a weekend retreat on well-being and resilience practices, ad-hoc social events to build connection, and a weekly podcast. They also pioneered a Religious Harm Support Group with incredibly positive feedback, and turned the learnings into a resource that can be adopted by similar groups.

New City Church held a first-of-its-kind conference on intersectional approaches to building safe churches, with over 100 delegates, including sixty-five pastors, clergy, and ministry workers. They reported an incredible energy in the room and a hunger for the conversation to continue. This has enabled New City Church to position themselves at the forefront of national conversations around LGBTQIA+-inclusive faith.

They also grew their volunteer base to forty people, formalised their first strategy, introduced volunteer supervision (debrief and wellbeing check-ins), and developed a suite of policies and procedures to enable the safe scaling of their work.

## Looking ahead

Looking forward, New City Church is looking to grow their local supports (both in depth of connection and breadth of influence), as well as produce a series of resources to help shape and lead the national conversation.



# A Gender Agenda

Supporting young transgender, gender diverse and intersex people in ACT and surrounds



Caption: Encampment Staff and Mentors

*“After attending Encampment, [Max] felt more confident at school and felt empowered to attend school camp for the first time. Young people share how one of their favourite things about Encampment is the intergenerational friendships made with the mentors.”*

- Alistair Ott, Engagement Coordinator

Total funding Amplify Pride Fund	\$40,000
Key populations reached	<ul style="list-style-type: none"><li>• Trans and gender diverse communities</li><li>• Intersex communities</li><li>• People from rural, regional, and/or remote communities</li><li>• Young people under twenty-five years</li></ul>
Location	ACT and surrounding regions

*“Amplify Pride Fund [is] doing such an amazing job. The process to apply and acquit the grant was great – there was a lot of love and trust.”*

- Alistair Ott, Engagement Coordinator

# A Gender Agenda

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## Overview

A Gender Agenda is a grassroots, peer-led, community organisation that exists to support the goals and needs of the intersex, transgender, and gender diverse communities of ACT and the surrounding region.

## Funding goals

They received funding to expand their 'TGDI+ Youth Connections Program', which supports intersex, trans, and gender diverse young people (aged under twenty-five years) with early intervention and prevention of mental ill health and suicidality by providing community support, peer connections, referral pathways, and education opportunities for their support networks.

## Achievements

A Gender Agenda supported over 700 children and young people across ACT and surrounds in 2023. This included outreach via schools and youth organisations and the delivery of safe and affirming events such as an excursion to 'Queer Night at the museum', art therapy workshops, and 'Encampment' (Queer Youth Camp).

A Gender Agenda has also played a critical role in promoting inclusive education in schools, providing resources and information to over 150 new educators joining the ACT education directorate. They also expanded their Gender Pathways program, supporting sixty-four people in 2023 with information and referral pathways around gender affirmation.

They implemented improvements to strengthen safety mechanisms for staff and young people. Peer navigators found themselves regularly working with young people with complex behaviour and mental health challenges. To support their peer navigators, A Gender Agenda offered mental health first aid training, educational opportunities, and fortnightly debrief sessions.

## Looking ahead

A Gender Agenda are looking to continue strengthening their organisational capacity, including for event planning, community consultation, and community outreach in the youth space. This will position them to further expand their supports for young people.



# Equality Australia

## Campaign for #TransEquality



Caption: #Transexuality supporters

Total funding Amplify Pride Fund	\$30,000
Key populations reached	<ul style="list-style-type: none"><li>• Trans and gender diverse communities</li></ul>
Location	National

*"I now understand the key issues facing our Trans community including the birth certificate reform and the Equality bill. I have the blueprint for the steps that we need to make to get to our end goal as a community. I feel confident in talking about our issues in a public forum to create change."*

- TransLeading graduate

# Equality Australia

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## Overview

Equality Australia is a national LGBTQIA+ organisation that uses legal, policy, and communications expertise - backed by the people-power of our community - to achieve equality for LGBTQIA+ people. With trans and gender diverse communities increasingly under attack both in Australia and globally, a strong, coordinated national campaign was needed.

## Funding goals

Equality Australia received 'start-up' funding from Amplify Pride Fund to employ a dedicated Project Coordinator to launch a national campaign for TransEquality, and organise activations across the country to support trans and gender diverse people. With Amplify Pride Fund's initial backing, Equality Australia was able to secure an additional \$150,000 over three financial years for TransEquality.

## Achievements

Equality Australia established the Trans Council, with twelve lived experience experts recruited to provide strategic guidance on the campaign. Equality Australia promoted trans rights by equipping 900 TransEquality subscribers with resources to advocate for trans equality, including through language guides and messaging frameworks.

Equality Australia held their first TransLeading program, training fifteen trans and gender diverse people in leadership and advocacy. The graduates went on to create change in their communities, including: giving an ABC radio interview about their experience of trans visibility, contacting professional health associations with a view to release a statement to support gender affirming care and applying to join NSW Health Community Advisory Panel.

In terms of legal reform, Equality Australia played a leading role in progressing birth certificate reform in NSW and defeating Senator Antic's bill, which sought to ban access to gender-affirming healthcare to minors. These initiatives also served as an opportunity to educate relevant ministers, determine the level of support for trans people in Parliament, and demonstrate leadership within the sector.

## Looking ahead

Equality Australia's focus will continue to be on key legal reforms that support equality for trans and gender diverse people, greater education in gender-affirming healthcare, and building stronger public support for trans people.



# Join our ambitious vision

There is still much work to ensure LGBTQIA+ communities are equal. LGBTQIA+ organisations are able to achieve incredible outcomes for their communities when given the resources and support to thrive and grow. This is demonstrated by the outstanding work of our pilot organisations in only one year of grant funding.

We have ambitious goals to match the significant need in communities. We are looking to grow the grant pool to \$1 million by 2025 so that we can increase the average grant size and total number of grants.

Contact:

[info@amplifypride.org.au](mailto:info@amplifypride.org.au)

Em Scott (CEO, GiveOUT)

Jones Jones (Program Manager, Aurora)

**We would love to discuss how we can work together, and amplify our impact even further.**



**Thank you for joining  
us as we create an  
empowered,  
sustainable, and well-  
resourced Australian  
LGBTQIA+ community  
sector, together.**



# Appendix: Evaluation lines of enquiry

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## **Objective 1: LGBTQIA+ organisations have access to more sustainable funding that enables them to thrive and grow**

1. How critical was Amplify Pride Fund funding to grantee's success?
2. What proportion of total grantee revenue came from Amplify Pride Fund funding?
3. What additional funding was mobilised as a result of Amplify Pride Fund funding?
4. How has Amplify Pride Fund funding helped grant partners position themselves for future funding (e.g., raise the profile or strengthened connections)?
5. What funding gaps remain?

## **Objective 2: Prioritise funding for LGBTQIA+ communities that are uniquely marginalised or underserved**

1. What are the emerging challenges facing the diversity of LGBTQIA+ communities?
2. To what extent did Amplify Pride Fund funding reach populations identified as uniquely marginalised or underserved?

## **Objective 3: Build the capacity of LGBTQIA+ organisations to be more sustainable and effective beyond the funding timeframe**

1. What progress did the grant partners make in building their organisational capacity and setting themselves up for future success (including staff, measuring and evaluating impact, developing and implement strategy, building governance)?
2. How did the grant partners improve their capacity to consult, collaborate, and embed community-led decision making?
3. What challenges did the grant partners face and how did they overcome them?
4. What learnings did the grant partners make that will help them and potentially others in the sector?
5. What are the capacity-building gaps that need to be addressed in future?

## **Objective 4: Create greater awareness of the lack of funding for the LGBTQIA+ sector and provide effective pathways for others to take action.**

1. What activities took place to expand awareness of Amplify Pride Fund and LGBTQIA+ funding needs and opportunities, and what did they achieve?
2. How many additional funders joined?
3. What messaging resonated with stakeholders?

## **Objective 5: Maximise positive outcomes for LGBTQIA+ communities.**

1. What programs and activities did the organisation deliver during the granting period?
2. Who did the grant partners directly and indirectly benefit, and how many approximately?
3. What outcomes did the grant partners make for LGBTQIA+ communities?
4. Where are the areas of greatest community need moving forward?

## **Internal Objective: Amplify Pride Fund gains insights into how the fund can be improved for the future.**

1. What worked / didn't work from the perspectives of grant partners?
2. What worked / didn't work from the perspective of Amplify Pride Fund?
3. How aligned was the final grantee cohort with the intentions outlined in the granting guidelines?
4. How should the granting guidelines be amended to account for current need and challenges?