



Proudly supporting the North East Pride Collective

North East Pride Collective (NEPC) Network Memorandum of Understanding

This document forms an agreement of intent between members of the North East Pride Collective (NEPC) Network which consists of representatives from but not limited to the following organisations

**Benalla Rural City
City of Wodonga
Indigo Shire Council
Junction Support Services
Mansfield Shire Council
NESAY
Retro Youth Programs, Albury City Council
Rural City of Wangaratta
Strathbogie Shire
The Diversity Project, Uniting Shepparton
WayOut Wodonga, Gateway Health**

PURPOSE

The purpose of this Memorandum of Understanding (MoU) is to ensure that the NEPC Network works collaboratively to, ensure that LGBTIQ+ young people and their allies work in partnership with Network organisations in their community promote change and increase awareness, influence government and community decision makers and live their best lives without fear or discrimination.

The intent of the NEPC Network is to provide representatives from a range of LGAs, interested parties and organisations across North East Victoria and Southern NSW. The network will consist of members where LGBTIQ+ youth group/s are currently operating, and/or engage a number of LGBTIQ+ youth in mainstream service provision, and/or work closely with services where LGBTIQ+ inclusion work is established.

The NEPC Network will operate within the guidance of the North East Pride Collective (NEPC) Strategic Plan (2022-2025), and the framework of the North East Pride Collective Network Terms of Reference.

It is envisioned that the NEPC Network and its related activities will provide LGBTIQ+ young people a stepping stone to begin and continue to influence social change, carry out collaborative advocacy work and event, including management of the annual Rainbow Ball, the region's flagship LGBTIQ+ youth event.

Aims of the NEPC

The NEPC and the NEPC Network is guided by an overarching Strategy 2022-2025, which was developed by the NEPC and endorsed in December 2021, and outlines the NEPC's Mission and Vision as follows:

MISSION

To provide safe and celebratory spaces, events, and opportunities to empower LGBTQIA+ young people in regional communities across the northeast.

VISION

The North East Pride Collective (NEPC) aims to deliver on their objectives via the following:

- Create event spaces that empower LGBTQIA+ youth through a sense of community.
- Advocate and elevate marginalised voices right across all our communities in Northeast Victoria and Southern NSW
- Bolster young people in leadership roles through utilising and empowering youth-led participation model.
- Collaborate and network with intersectional communities to establish a dedicated support system.

How we will achieve this:

- As much as possible, programming, and key tasks are and will continue to be led by and co-designed with members of the NEPC and the NEPC Network will do its upmost to support the NEPC members. Different approaches that may be considered when engaging with community members, including our target audience of LGBTQIA+ youth and allies;
- Consultation with LGBTQIA+ youth will inform future directions to ensure that the NEPC Network and NEPC members are meeting the needs of LGBTQIA+ youth generally,
- Members of the NEPC Network will play a key role in collaborating and empowering young NEPC members, with the aim to contribute to the Collective's sustainable continuity by:
 - o embedding a multigenerational mentor approach within the NEPC model.
 - o bolstering funding sources and diversifying revenue streams.
 - o collaborating on marketing and promotion of the NEPC and its events and initiatives.
 - o growing the NEPC's scope beyond the Rainbow Ball to a range of diverse events, projects and initiatives access the northeast region;
 - o embedding sound data collection to ensure quality improvement.

The terms of the MoU

The duration of this MoU is valid from the date of signing and remains in progress until amended or terminated by one of the parties to the MoU. All amendments to this MoU are to be negotiated and agreed in consultation with all partners, who are representatives of the NEPC Network. Organisations can leave the MoU at any time by providing written notification to the other parties signed below.

Organisation and management of the North East Pride Collective

The NEPC will be peer-facilitated by one or two, ideally paid or reimbursed leaders from the NEPC, and supported by WayOut Wodonga's Project Worker and NEPC Network representatives as arranged. If funding to support the two youth lead positions cannot be sourced internally, funds from external grants specific to the NEPC and/or the Rainbow Ball may be used if available.

The day and time of meetings may change depending on staff capacity and availability, however as of January 2023 they are held as follows:

When: Monday

Time: 11am-12.30pm

How often: fortnightly

Location: either at a designated venue (e.g. Retro Café, Albury) with an online component for those further away; or via a combination of online and/or face-to-face meetings, at rotating sites, as agreed by all parties and depending on where members are based and staff capacity to accommodate in-person meetings.

Transport: if required, and where possible we will assist in providing transport to NEPC members in order to attend meetings will be offered by organisations who are part of this partnership.

Roles & responsibilities

All network parties will endeavour where possible to secure sustainable resourcing, funding, and management of the NEPC and the NEPC Network to ensure its long-term survival. This MoU actively seeks to embed involvement from each service provider, so that if an individual staff member leaves an organisation, their replacement remains committed to collaborating to this initiative. Involvement from each service provider is largely in-kind support from staff member's time to attend Network meetings, providing funding or other financial support where possible, assist when possible to help oversee NEPC Network meetings, and performing related tasks as outlined in this MoU.

The section below details the specific roles and responsibilities NEPC Network members included in this MoU commits to contribute.

The Host Organisation will:

- Collaboratively work with the NEPC Network members outlined in this MoU, including planning meetings with NEPC Network members, and helping to oversee NEPC meetings as required.
- Play a lead role in ensuring that all activities and events are conducted in line with organisational and legislative requirements, with safety and access a key focus in all work undertaken.

NEPC Network members will:

- Play a lead role in empowering LGBTIQ+ youth and allies in their locality to help direct future planning.
- Support the recruitment of NEPC members and be an active link to those within their catchment areas.
- Work collaboratively and contribute as required (be it funding, staff hours, or both) to the event management of the annual Rainbow Ball and other associated activities, led by members of the NEPC (within organisational limitations);
- Support young LGBTIQ+ people to become more engaged in their community;
- Provide a conduit for young people to engage with support services.
- Link young LGBTIQ+ into existing programs and events;
- Where possible, assist with funding and writing submissions for the Rainbow Ball and other NEPC-led events.

- Where possible, provide a suitable venue to host in-person NEPC meetings and/or events;
- Actively encourage participation and invite other reputable organisations to join the Network where appropriate and assist in furthering our objectives.

Catering

Where NEPC Network meetings are held in person, catering will be provided by the hosting organisation, or meetings specific to the Rainbow Ball may be funded through Rainbow Ball grant funds if available.

Marketing and publicity

- All parties will jointly promote and oversee where possible the existing NEPC online platforms including Facebook, Instagram and TikTok.
- All NEPC promotion material will feature the logos of all organisations outlined in this MoU, as well as the logos of funding bodies as per the NEPC Strategy 2022-2025;
- All parties will utilise their own organisations' social media channels and other networks to promote the NEPC and their work.

Risk assessment

- Risk will be a shared responsibility of all Network partners, including a venue risk assessment as well as any need for public liability insurance when hosting meetings/holding events in person.
- All Network partners will be responsible for carrying out program-required assessments in running a youth group of this nature;
- All Network partners will be responsible for developing a streamlined method of assessing risk and mitigating risks in any activity the NEPC undertakes, including but not limited to the Rainbow Ball.

Quality improvement, monitoring and evaluation.

- Record keeping (which may include intake forms, transport consent forms, contact spreadsheet, attendee checklists etc.) will be developed in partnership with all NEPC Network members specified in this MoU and kept up-to-date and secure in accordance to applicable privacy policies and legislation;
- All NEPC Network members strive to ensure that the NEPC does not duplicate services or other initiatives already happening in the region;
- All NEPC Network members outlined in this MoU will ensure adequate monitoring and evaluation to be developed and carried out, to ensure that the NEPC continues to meet the needs of its members and achieve its mission and vision.

Conflict resolution

Decision making will follow a 'majority rule' approach if universal agreement cannot be obtained. In the event of a conflict, the organisations' dispute resolution process should be followed.

(Current as at February 2023):

Agreed by:

Benalla Rural City

Name: _____ Signature: _____

Position: _____ Date: _____

Witness Name: _____

Witness Signature: _____ Date: _____

City of Wodonga

Name: _____ Signature: _____

Position: _____ Date: _____

Witness Name: _____

Witness Signature: _____ Date: _____

Indigo Shire representative

Name: _____ Signature: _____

Position: _____ Date: _____

Witness Name: _____

Witness Signature: _____ Date: _____

Junction Support Services representative

Name: _____ Signature: _____

Position: _____ Date: _____

Witness Name: _____

Witness Signature: _____ Date: _____

Mansfield Shire Council

Name: _____ Signature: _____

Position: _____ Date: _____

Witness Name: _____

Witness Signature: _____ Date: _____

NESAY

Name: _____ Signature: _____

Position: _____ Date: _____

Witness Name: _____

Witness Signature: _____ Date: _____

Retro Youth Programs, Albury City representative

Name: _____ Signature: _____

Position: _____ Date: _____

Witness Name: _____

Witness Signature: _____ Date: _____

Rural City of Wangaratta representative

Name: _____ Signature: _____

Position: _____ Date: _____

Witness Name: _____

Witness Signature: _____ Date: _____

Strathbogie Shire representative

Name: _____ Signature: _____

Position: _____ Date: _____

Witness Name: _____

Witness Signature: _____ Date: _____

(The Diversity Project) Uniting Shepparton representative.

Name: _____ Signature: _____

Position: _____ Date: _____

Witness Name: _____

Witness Signature: _____ Date: _____

(WayOut Wodonga) Gateway Health representative

Name: _____ Signature: _____

Position: _____ Date: _____

Witness Name: _____

Witness Signature: _____ Date: _____