



AGMC
Australian GLBTIQ
Multicultural Council

Australian GLBTIQ Multicultural Council Strategy 2026-2029



Acknowledgement of Country



We acknowledge the First Nations people of the lands and waterways we have settler colonised as migrants, military, mercenary and missionary.

We acknowledge First Peoples' custodianship with enduring connection to culture, kin, community and country.

We acknowledge leader's past, present and emerging.



A message from the President

I'm delighted to present this strategic plan, which marks a significant step forward in our journey of empowering each other and making our community proud. We're committed to implementing this plan over the next three years to ensure the best possible outcomes for LGBTIQ+ multicultural and multi-faith people across Australia.

Our strategy is built on four core pillars that will guide our work: enhancing visibility to amplify the voices and experiences of our communities; building strong partnerships and community engagement to foster collaboration and cultural safety; ensuring sustainable governance and volunteer management to empower our members to lead change; and advancing education and research to inform our advocacy and create lasting impact.

Through these pillars, we're listening to the needs of our LGBTIQ+ community and taking action to address them. We're advocating for environments where people can thrive and feel safe to be their authentic selves, while empowering community members to make meaningful contributions and drive change.

I wish to thank the committee members and volunteers who have contributed to AGMC over the past 20 years, who have shared their lived experiences, and their vision and aspirations for a better and more inclusive world.

The AGMC National Committee has developed this Strategic Plan as a roadmap for the next three years to guide our organisation and volunteers in setting priorities that elevate AGMC as a national peak body.

This plan outlines clear goals and actions designed to amplify the voices and visibility of multicultural and multi-faith LGBTIQ+ communities across Australia. It serves as a shared framework for current and future committees, volunteers, and partners to align with our vision and commitment.

By following this strategy, AGMC will continue to grow, strengthen advocacy, and provide meaningful support to the communities we represent.

Shelley Karpathakis
President, AGMC



National Committee Members

President - Shelley Karpathakis

Vice President - Alushka Rajaram

Treasurer - Shian Lee

Secretary - Iga Morzynska

Committee Member - Benjamin Oh

Committee Member - Maria Pallotta-Chiarolli



The Australian GLBTIQ Multicultural Council (AGMC) is a national, volunteer-led peak body representing multicultural and multi-faith LGBTIQ+ individuals and communities. Our work is underpinned by the principles of intersectionality, inclusion, and respect for cultural, religious, sexual, sex, and gender diversity. We align with international best practice and the United Nations' (UN) commitment to equality and non-discrimination for all lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ+) people.



Vision

To be the definitive national voice leading Australia towards a society where multicultural and multi-faith LGBTIQ+ people live and love in their full diversity.

Mission

As the peak body for multicultural and multi-faith LGBTIQ+ people, we build a future where our communities are celebrated and empowered through dedicated education, research, and inclusive advocacy.



About us

A group of volunteers started AGMC in 2004 after seeing the need to discuss issues affecting multicultural and multi-faith LGBTQIA+ communities. Our first conference, Living and Loving in Diversity, was held at St Kilda Town Hall in October 2004, and was attended by 250 community members, activists, academics, and policy makers.

It was considered the first conference in Australia specifically dedicated to multiculturalism within the LGBTQIA+ communities. The following conferences in 2006 and 2018 were also important as they brought diverse members of the communities together to further discuss ongoing issues while celebrating our unique identities and lived experiences.

We continue to advocate for the rights and inclusion of multicultural and multi-faith LGBTQIA+ communities.

Our members include:

- people from migrant communities (new, emerging, and established)
- people of colour
- people of faith communities
- allies

As a small organisation, we continue to make an impact to influence change. In 2018 we published the book Living and Loving in Diversity: An Anthology of Multicultural Queer Adventures. This book explored the complexities and richness of multicultural and multi-faith voices as part of Australian society. It also celebrates our unique identities.

Over the years, we have been invited to collaborate on a range of research and subsequent publishing projects by government, health, community and education sectors. AGMC has consistently met the deliverables and been actively engaged in the dissemination of the research and the implementation of recommendations.

Through AGMC training, we have worked with many agencies on the following topics:

- LGBTIQ awareness;
- Multicultural and multi-faith LGBTIQ communities;
- Intersectionality;
- Inclusion and Belonging
-

Our social events such as United We Feast, Voices Unbound and the Queer Multicultural Carnival provide a safe, inclusive and welcoming space for diverse members of the LGBTQIA+ communities, allies and accomplices to get together and celebrate the diversity that exists within the LGBTQIA+ communities and beyond.



1. Visibility

- Advancing community representation and government influence as a trusted, grassroots leader.
- Raising the profile of LGBTIQ+ multicultural and multi-faith issues nationally and globally.
- Developing a strong, inclusive communications presence
- Representing AGMC at cross-sector forums, ensuring the interests of multicultural and multi-faith LGBTIQ+ communities are integrated into state and national agendas

2. Partnerships & Community Engagement

- AGMC is at the table nationally and globally
- AGMC's work is informed and responsive to community needs
- Holding forums and events that share knowledge for greater sector impact.
- Building strong, collaborative relationships with community organisations and all levels of government, while serving as a trusted source of knowledge across government, private, and community sectors.

3. Sustainable Governance and Volunteer Management

- Sustainable and viable national peak body with a fit for purpose structure
- Ensuring AGMC is a well-governed, sustainable, and compliant organisation.
- Strengthening volunteer recruitment, retention, and recognition.
- Increasing sustainability by expanding our membership base, ensuring a robust, community-led peak body with a powerful collective voice.

4. Education & Research

- Applying community insights to drive expert action, ensuring government, private and community sectors recognise the needs of multicultural and multi-faith LGBTIQ+ people.
- Providing workshops, resources, and training for diverse audiences.
- Initiating and sharing research that advances the needs of multicultural and multi-faith lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ+) people.
- Contributing and building understanding of intersectionality across communities and sectors.

AGMC Strategic Plan: 2026–2029

Pillar 1: Visibility

Purpose: Multicultural and Multi-faith (MC/MF) LGBTIQ+ voices are underrepresented in policy and public discussions, limiting inclusive opportunities.

Goal: To amplify the voices of MC/MF LGBTIQ+ people and influence national agendas to drive inclusive policy outcomes.

Year	Strategic Actions
Year One	• Establish a comprehensive media and communications strategy to amplify community stories. • Lead a high-visibility opportunity at Midsumma Carnival? and Pride March to showcase intersectional diversity. • Provide strategic representation at key cultural events to build cross-sector cohesion. • Advocate for AGMC representation on key advisory bodies to drive inclusive policy.
Year Two	• Expand participation in Midsumma Carnival and Pride March to increase community reach. • Launch an official AGMC Speakers Bureau for IDAHOBIT and Pride month to provide expert lived-experience voices. • Secure and maintain a formal seat on a high-level government or sector advisory board.
Year Three	• Co-design and host a flagship Midsumma event with strategic partners. • Initiate a national presence by participating in the Sydney Gay and Lesbian Mardi Gras. • Increase influence by holding at least two permanent seats on key advisory boards. • Audit and refresh the media and communications strategy to ensure continued impact.

Pillar 2: Partnerships and Community Engagement

Purpose: Strong, sustainable partnerships are essential for AGMC to amplify community voices and maintain influence at national and global tables.

Goal: To build a robust, connected, and sustainable network of community and sector partners.

Year	Strategic Actions
Year One	• Convene a Roundtable Forum for MC/MF groups and publish a formal report. • Launch the AGMC Global Hub at the Victorian Pride Centre as a physical home for MC/MF groups. • Formalise partnerships through a transparent Code of Conduct and Auspicing Framework. • Execute a national membership campaign to broaden our stakeholder base across Australia.
Year Two	• Facilitate roundtable forums to bi-annual sessions with high-impact outcome reporting. • Facilitate joint Pride Month events with strategic partners to share resources and audience. • Release an annual stakeholder survey to capture evolving community needs and data. • Review AGMC Global Hub operations to ensure long-term viability and create more opportunities for MC/MF partners to join.
Year Three	• Translate multi-year survey data into comprehensive research reports for government advocacy. • Launch a Phase 2 Membership Campaign focusing on long-term retention and growth. • Expand the national pride event presence, hosting joint events for Midsumma, Mardi Gras, and Pride Month.

Pillar 3: Sustainable Governance and Volunteer Management

Purpose: Strong governance and volunteer engagement are essential for AGMC’s success as a volunteer-led organisation, enabling effective mission delivery.

Goal: To establish AGMC as a low-risk, high-integrity organisation with robust governance systems and a thriving volunteer culture.

Year	Strategic Actions
Year One	• Formalise Committee roles and responsibilities with an annual review process. • Update membership policies to ensure inclusive and efficient onboarding. • Develop a volunteer recruitment & inclusion plan to build engagement. • Build a grant-seeking process to build financial sustainability.
Year Two	• Conduct a policy and data protection audit to ensure best-practice governance. • Initiate an annual fundraising drive as another source of financial income. • Execute targeted volunteer recruitment aligned with specific organisational skill gaps.
Year Three	• Conduct annual governance and risk review processes to maintain high standards of AGMC’s policies and procedures. • Scale up the Annual Fundraising Drive into a reliable, long-term revenue stream. • Maintain a sustainable volunteer process through formal recognition and support programs.

Pillar 4: Education and Research

Purpose: Education and research are critical tools for shifting understanding, building allyship, and driving systemic changes for intersectional communities

Goal: Be the sector's leading source of knowledge by providing high-quality education and research that empowers allies and builds deep understanding of intersectionality across communities and sectors.

Year	Strategic Actions
Year One	• Deliver an Intersectional Excellence workshop for sector leaders and community members. • Plan a research project in partnership with a leading academic institution. • Convene an AGMC Conference Working Group to plan a national-scale event. • Develop a professional training suite tailored for corporate and government workplaces.
Year Two	• Host the Inaugural AGMC Conference, focusing on solutions for MC/MF LGBTQIA+ issues. • Scale educational delivery to include regional and culturally-specific workshop modules. • Translate key resources into the two most-requested community languages based on survey data. • Publish interim research findings to influence current policy discussions.
Year Three	• Release a final research and conference impact report to government and private sectors. • Establish a permanent education calendar with a minimum of three high-impact workshops per year. • Expand research partnerships and project opportunities with data to be released on the AGMC website.

Key Performance Indicators (KPIs) for Three Years

- Four community forums were held, with increased participation.
- Two or more formal partnerships established and maintained.
- Regular, positive media mentions and increased social media engagement.
- The volunteer base increased by 20% and was more diverse.
- At least four education workshops were delivered and two research projects completed.
- Funding base diversified, with at least two new sources secured.

Alignment with Legislation & Sector Standards

- Anti-Discrimination: Comply with the Sex Discrimination Act 1984 (Commonwealth) and relevant state or territory laws.
- Privacy & Data Protection: Adhere to the Australian Privacy Principles.
- Volunteer Management: Follow the National Standards for Volunteer Involvement.
- Child Safety: Uphold the National Principles for Child Safe Organisations.
- Cultural Safety: Commit to culturally safe and responsive practices.

International Alignment

AGMC's approach is consistent with leading international organisations such as:

- International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA World)
- International Lesbian, Gay, Bisexual, Transgender, Queer and Intersex Youth and Student Organisation (IGLYO)
- Kaleidoscope Trust
- United Nations Free & Equal Campaign
- Services and Advocacy for Gay, Lesbian, Bisexual and Transgender Elders (SAGE)
- Stonewall (UK)

Compliance and Best Practice

All actions will comply with:

- The Sex Discrimination Act 1984 (Commonwealth) and relevant state/territory anti-discrimination laws.
- The Australian Privacy Principles for data protection.
- The National Standards for Volunteer Involvement.
- The National Principles for Child Safe Organisations.



Join Us

We are always looking for partner organisations, supporters, and volunteers. You can connect with us via email or social media:

Email: contact@agmc.org.au

Website: www.agmc.org.au

Facebook: Australian GLBTIQ Multicultural Council

Instagram: @AGMCInc

LinkedIn: Australian GLBTIQ Multicultural Council (AGMC Inc)

