



AGMC
Australian GLBTIQ
Multicultural Council

A close-up photograph of a woman with a joyful expression, her eyes closed and a wide smile. Her face and hair are covered in colorful paint splatters in shades of blue, yellow, pink, and green. She is wearing a silver hoop earring. In the bottom right corner, there are several small, open containers of paint in various colors.

AGMC STRATEGIC PLAN 2020 – 2023



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Aim of the AGMC Strategic Plan 2020 – 2023

The AGMC National Committee has developed this Strategic Plan with the view to use the document as a guide map for the next 3 years. We have set our goals and ideals and trust the current and future National Committees and Volunteers will share in our passion and direction. The Strategic Plan also serves as a document for our communities to understand our next steps so that AGMC can continue to grow and support them.



AGMC Vision:

All people living and loving in all of our diversities.



AGMC Mission:

We advocate for the universal and inalienable rights of multicultural and multifaith LGBTIQ communities through advocacy, research, education, and community events.

Maria speaking on the panel at Living & Loving in Diversity in WA 2019



Attendees including Marziya Mohammedali and Rafeif Ismael at Living & Loving in Diversity in WA 2019



Event organiser Carl Gopalkrishnan with panellist Fthr Chris Bedding and community leader Wayne Costello





Who are AGMC

AGMC is a peak body for lesbian, gay, bisexual, trans, intersex, queer individuals and community groups of multicultural and multifaith backgrounds.

AGMC's vision is to live in a world without prejudice and discrimination on the basis on sexuality, sex, gender, race, culture, and religion in celebration of our diverse and unique identities.

AGMC's mission is to advocate for the rights of multicultural and multifaith LGBTIQ communities through advocacy, research, education, and community events.

AGMC works alongside government agencies, LGBTIQ organisations, as well as multicultural and multifaith communities to ensure our voices are heard and not forgotten. AGMC is committed to work with diverse communities, including migrants, international students, refugee and asylum seekers, young people, and people with disability. AGMC believes that celebration of our identities can greatly improve our health and well-being while continuously challenging the persistence of stigma, prejudice and discrimination.

Our activities include:

- Providing advice to government agencies, non-profit organisations, and community groups.
- Conducting research projects that are ethical, decolonialised, and benefit the communities.
- Delivering training on the unique needs of multicultural and multifaith LGBTIQ communities.
- Influencing others through public speaking, conference attendance, and story telling.
- Facilitating social events to bring communities together.
- Publicising print and online resources on multicultural and multifaith LGBTIQ communities.
- Organising conferences, public forums, and seminars to highlight the lived experiences and needs of multicultural and multifaith LGBTIQ communities.
- Providing referrals to existing services, community groups, and agencies.



Our History

Our History A group of volunteers started AGMC in 2004 after seeing the need to discuss issues affecting multicultural and multifaith LGBTIQ communities. Our first conference, *Living and Loving in Diversity*, was held at St Kilda Town Hall in October 2004 and attended by 250 community members, activists, academics, and policy makers. It was considered the first conference in Australia specifically dedicated to multiculturalism within the LGBTIQ communities.

The following conferences in 2006 and 2018 were also important as they brought diverse members of the communities together to discuss issues while celebrating our unique identities and lived experiences. We continue to advocate for the rights and inclusion of multicultural and multifaith LGBTIQ communities.

Our members include:

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

As a small organisation, we continue to make 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 multifaith voices as part of Australian society. It also celebrates our unique identities.

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

- LGBTIQ awareness;
- Multicultural and multifaith LGBTIQ communities;
- Intersectionality;
- Inclusion and Belonging

Our social events, *United We Feast*, gives a safe, inclusive and welcoming space for diverse members of the LGBTIQ communities, allies and accomplices to get together and celebrate diversity that exists within the LGBTIQ communities and beyond.



Current 2020 National Committee



Judy Tang
President



Giancarlo de Vera
Secretary



Evan Barwell-Chung
Treasurer



Margherita Coppolino
Committee



Vibol Hy
Committee



Michelle McNamara
Committee



Alyena Mohammadally
Committee



Maria Pallotta-Chiarolli
Committee



Maz Rahman
Committee



Abanob Saad
Committee



Budi Sudarto
Committee



Our Research

AGMC continues to conduct ethical and decolonised research to inform and benefit our communities. Our past research include:

Supporting Same-Sex Attracted and Gender Diverse Young People of Multicultural and Multifaith Backgrounds, Executive Summary and Full Research Report

Researcher and Writer: Dr Maria Pallotta-Chiarolli, Deakin University

Deakin University and the Australian GLBTIQ Multicultural Council Inc. (AGMC) are pleased to provide this research report to the Victorian Commissioner for Gender and Sexuality, Ro Allen, and the Advisory Group: Carmel Guerra, CEO of the Centre for Multicultural Youth; Soo-Lin Quek, Knowledge & Advocacy Manager of the Centre for Multicultural Youth; and Matt Dixon, Director of the Equality Branch of the Department of Premier and Cabinet. The research project involved conducting a case study analysis of the needs of SSAGD (same-sex attracted and gender diverse) young people of multicultural and multifaith (MCMF) backgrounds, and how these needs can be addressed by government, and by their cultural and religious communities.

bit.ly/31g1bSV

Systemic Invisibilities, Institutional Culpabilities and Multicultural-Multifaith LGBTIQ Resistances

Maria Pallotta-Chiarolli & Arjun Rajkhowa

Welcome to the Special Section of this issue of The Journal of Intercultural Studies. We thank the very patient and collegial editors, Vince Marotta and Paula Muraca, for giving us the opportunity to bring together four pieces from four renowned Australian academic-activists that specifically address how social, political, legal, religious, health, educational and cultural systems and their institutions impact on the health and well-being, human rights and sexual citizenship of multicultural-multifaith (MCMF) LGBTIQ individuals, families and communities. We use the term academic-activists deliberately as these four contributors theorise, analyse and take action in health, law, education and religion.

bit.ly/3l6oSos



Multiple Identities and Their Intersections with Queer Health and Wellbeing

Ruth P McNair

Questions about the nature of culture and its influence on health and wellbeing are emerging as important for health care practice, education and research. However, definitions of culture vary, and a broad definition of culture that embraces diversity, including sexual orientation, (dis)ability, sex, gender, gender identity, age and ethnicity, is contested.

bit.ly/3alGcLz

Queering Spirituality and Evolving Sexual Ethics

Shinen Wong

Gay, lesbian, bisexual, transgender, intersex and queer (GLBTIQ) people from culturally diverse and religious backgrounds may sometimes feel that we must choose between keeping connected to our religious/ethnic communities while denying our gender-identities/expressions and sexuality, or connecting to a broader Australian GLBTIQ-community that is White/Anglo-dominant and normatively hostile to overt expressions of faith, religiosity and spiritual longing.

bit.ly/3hiwJwS

A/Effective Adjudications: Queer Refugees and the Law

Senthorun Raj

Who is the 'queer refugee'? How do we manage their feelings, emotions and experiences when assessing or supporting their claims for asylum? In contemporary refugee decision-making and litigation, numerous challenges arise when discerning what constitutes a 'well-founded fear' of persecution for a clearly defined 'particular social group'. Specifically, fact-finding and credibility assessment in this area of law reinforces stereotypical assumptions about sexual citizenship, public persecution, fixed identity and immutable erotic desire.

bit.ly/31gfvul







GOAL 1

Valuable Partnerships

GOAL 2

Be Visible

GOAL 3

Sustainable Governance

GOAL 4

Education

GOAL 5

Research



Goals Overview

Strategic Goals	2020 – 2023 Key Activities	10 Year Outlook
1. Valuable Partnerships	1.1 Develop stakeholder engagement plan	AGMC are at the table nationally and internationally
	1.2 Establish MOU with partners for project work including agreed use of collective data sets	
	1.3 Establish network with media and policy people	
	1.4 AGMC has a reciprocal relationship with key organisations	
2. Be Visible	2.1 Media plan	Through our lifelong engagement pathway, we open doors, lend our valued voice and are a catalyst for change
	2.2 Inclusive communication guide	
	2.3 Marketing plan	
	2.4 Events: ours and others	
	2.5 Written and electronic communications plan	
3. Sustainable Governance	3.1 Develop stakeholder engagement plan	Sustainable, viable National Peak Body with a fit for purpose structure
	3.2 Establish MOU with partners for project work including agreed use of collective data sets	
	3.3 Establish network with media and policy people	
	3.4 AGMC has a reciprocal relationship with key organisations	
4. Education	4.1 Develop stakeholder engagement plan	LBGTIQ community recognises challenges of multifaith and multicultural and engages across the lifespan
	4.2 Establish MOU with partners for project work including agreed use of collective data sets	
	4.3 Establish network with media and policy people	
5. Research	5.1 Modelling decolonizing, ethical research practices	Valued source of knowledge across sectors
	5.2 Innovative and longitudinal research	
	5.3 Research disseminated and accessible	
	5.4 Research as a social support conduit	
	5.5 Academic and social impact	

Goal 1

Valuable Partnerships

Goals

- 1.1 Develop stakeholder engagement plan
- 1.2 Establish MOU with partners for project work including agreed use of collective data sets
- 1.3 Establish network with media and policy people
- 1.4 AGMC has a reciprocal relationship with key organisations

Key Activities	When	Who	To Do	Resources	Success
1.1 Develop stakeholder engagement plan	2020		<ol style="list-style-type: none"> 1. Develop stakeholder map 2. Develop position on key orgs and topics 3. Prioritise engagement based on map 4. Implement engagement 	<ol style="list-style-type: none"> 1. Other Organisations plan 2. Volunteer to research key organisations and put on file 	Strategy implemented and stakeholders engaged
1.2 Establish MOU with partners for project work including agreed use of collective data sets	2020		<ol style="list-style-type: none"> 1. From stakeholder plan, agree key partners for MOU 2. Develop an MOU template 3. Get sign off from CoM 4. Sign MOU's 	<ol style="list-style-type: none"> 1. Other Organisations MOU 2. Volunteer to develop MOU 	MOU's signed and clear boundaries and expectations identified Capacity expanded
1.3 Establish network with media and policy people	2021		<ol style="list-style-type: none"> 1. Compile list of policy and media people 2. Setup network 3. Set up meetings 4. Track outcomes 	<ol style="list-style-type: none"> 1. Other Organisations contact list 2. Volunteer to develop list 	AGMC have X number of media articles per year Policy staff actively seek out AGMC for advice
1.4 AGMC has a reciprocal relationship with key organisations	2021		<ol style="list-style-type: none"> 1. From stakeholder plan, agree on reciprocal relationships 		AGMC at the table of 5 forums (FECCA, ILGA Oceania, LGBTIQ Taskforce) Multicultural committee to have LGBTIQ Rep



Goal 2

Be Visible

Goals

- 2.1 Media Plan
- 2.2 Inclusive Communication Guide
- 2.3 Marketing Plan
- 2.4 Events: ours and others
- 2.5 Written and Electronic Comms

Key Activities	When	Who	To Do	Resources	Success
2.1 Media Plan	2022		<ol style="list-style-type: none"> Contact list Media release template Use current relevant contact list 	3 Person s/c 3 mo	AGMC secures 12 media pieces per annum
2.2 Inclusive Communication Guide	2021		<ol style="list-style-type: none"> Survey and merge available docs 2. AGMC-ise publish, promote, monitor 	3 Person s/c 2 mo	Adopted by members and other organisations
2.3 Marketing Plan			<ol style="list-style-type: none"> Identify targets Develop our 'why' Determine comms Channels 	3 person s/c 6 mo	Key audiences respond to us
2.4 Events: ours and others			<ol style="list-style-type: none"> Prepare Calendar Prioritise events and resources Develop event plans 	3 person s/c	Visibility well received Reportage Evaluation
2.5 Written and Electronic Comms			<ol style="list-style-type: none"> Refer to stakeholder plan Templates Establish target audience Develop calendar 		Good Comms with Stakeholders Contact with all three major parties



Maria, Budi and Globe Small Business Award Winner Tony Osman at Pride March, 2020



Judy Tang
Australian GLBTIQ Multicultural Council

Goal 3

Sustainable Governance

Goals

- 3.1 Funding \$20K per year
- 3.2 Active Committee & sub-Committees (accountable to portfolios and roles)
- 3.3 Active & connected volunteer base
- 3.4 Protect IP and data

Key Activities	When	Who	To Do	Resources	Success
3.1 Funding \$20K per year	2020		<ol style="list-style-type: none"> 1. Devise a grant sourcing and application framework 2. Determine best options for revenue creation 	Writing skills Research Prioritising	Activities funded AGMC has momentum \$20K in reserve
3.2 Active Committee & sub-Committees (accountable to portfolios and roles)	2021		<ol style="list-style-type: none"> 1. Assign roles and responsibilities and states to key people 		Board supported by active and engaged members Positive succession
3.3 Active & connected volunteer base	2022		<ol style="list-style-type: none"> 1. Develop a volunteer working group 2. Comprehensive volunteer plan 3. Volunteer induction pack 	Volunteers	30 trained and reliable volunteers
3.4 Protect IP and data	2023		<ol style="list-style-type: none"> 1. Develop policies and systems to protect IP and data 	Time, data	Up on website



Living & Loving in WA panellists represented multicultural peaks, LGBTQI+ and faith leaders with passion, conviction and heart: L-R: Jay Anderson, Fr. Chris Bedding, Dr. Duc Dau, Ramdas Sankaran, James Jegasothy, Noemie Huttner-Koros.

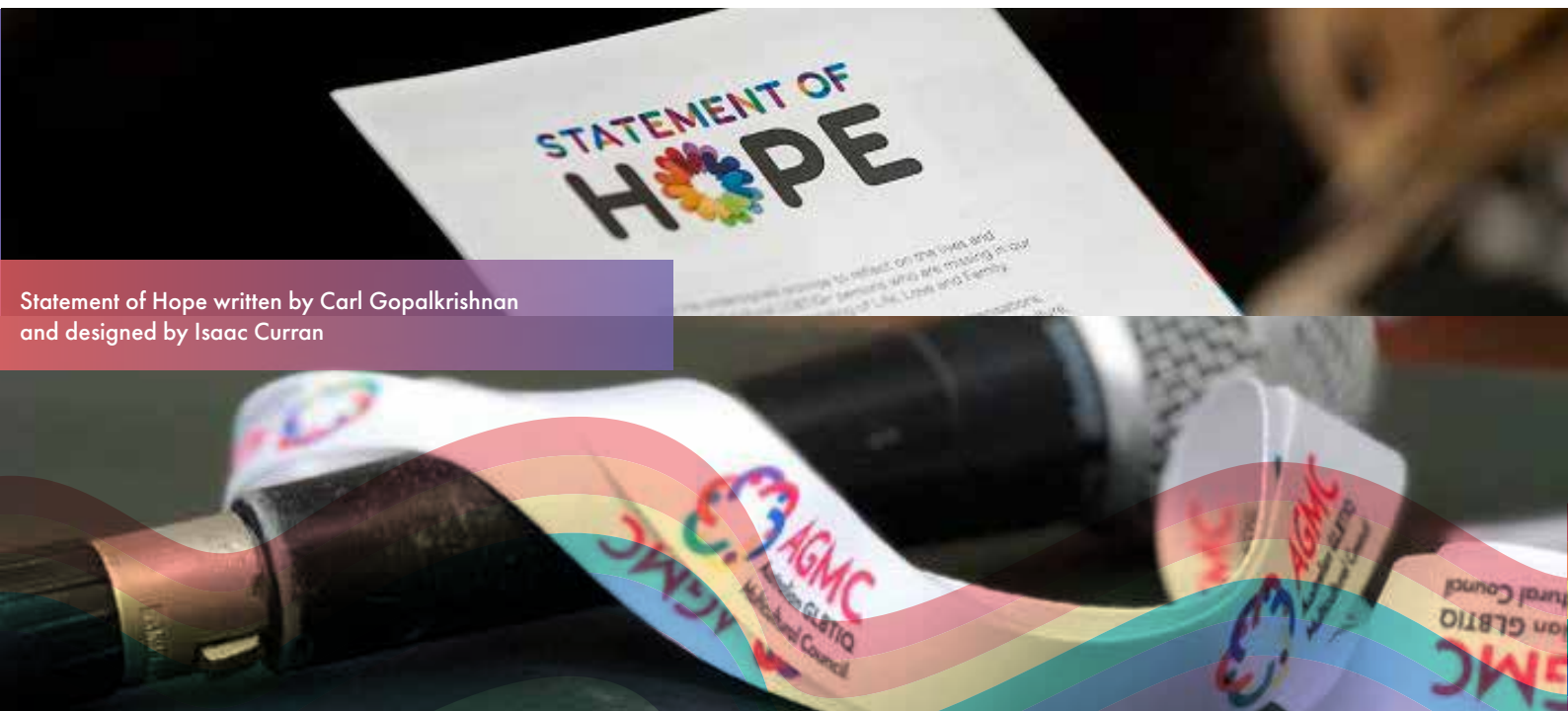
Goal 4

Education

Goals

- 2.1 Standard presentation material
- 2.2 Presenting accessible intersectionality for a range of audiences
- 2.3 An offering of workshops for support across areas of intersectionality

Key Activities	When	Who	To Do	Resources	Success
4.1 Standard presentation material	2020		<ol style="list-style-type: none"> 1. Include research 2. Develop curriculum and material 3. Train presenters 4. Collect anecdotes 	Educational design information	All committee can present workshop Excellent reputation for training and education within and outside community
4.2 Presenting accessible intersectionality for a range of audiences			<ol style="list-style-type: none"> 1. Identify key audiences and create repeat engagement 		Capturing intersectional lens on what its like to be queer and MC/MF
4.3 An offering of workshops for support across areas of intersectionality			<ol style="list-style-type: none"> 1. Refer to marketing plan 2. Audiences are aware of available workshops 	Studies and information on intersectionality Lived experiences Sub-committee	Informed audience on intersectionality Survey workshop attendees demonstrates efficacy



Statement of Hope written by Carl Gopalkrishnan and designed by Isaac Curran

Goal 5

Research

Goals

- 5.1 Modelling decolonizing, ethical research practices
- 5.2 Innovative and longitudinal research
- 5.3 Research disseminated and accessible
- 5.4 Research as a social support conduit
- 5.5 Academic and social impact

Key Activities	When	Who	To Do	Resources	Success
5.1 Modelling decolonizing, ethical research practices			<ol style="list-style-type: none"> Up to date data collection Longitudinal, shifting, emerging and innovative methods 		
5.2 Innovative and longitudinal research			<ol style="list-style-type: none"> Drive intersectionality lens data 		
5.3 Research disseminated and accessible			<ol style="list-style-type: none"> Identify research dissemination map Ongoing research opportunity identification 	Funding	Published and used research
5.4 Research as a social support conduit			<ol style="list-style-type: none"> Research as a conduit for personal development of researchers for action and advocacy, support and social networks Set up weblink via AGMC to research/ers 	Volunteers	Viable research group
5.5 Academic and social impact	2023		<ol style="list-style-type: none"> Develop a database of research Be part of other initiatives and be invited 	Funding to attend	Successful presentations with outcomes and partnerships





**THE VICTORIAN
PRIDE CENTRE**

From 2020, AGMC will be housed
at the **Victorian Pride Centre**
Please do visit us if you are in town!

www.pridecentre.org.au



Budi at Living and Loving in WA.



AGMC
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Multicultural Council

Contact Us:

contact@agmc.org.au
www.agmc.org.au

Join Us:

We are always looking for partner
organisations, supporters, and volunteers.

You can connect with us via email
or via social media:



facebook.com/multiculturallgbtiq

Newsletter

You can also sign up for our email list to
receive news and updates

www.agmc.org.au/join-newsletter



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