

Pride Foundation Australia

– an example of our work:
LGBTIQ*+ PWD presentation**

At 24th February 2020

**Ian Gould, Director, Pride Foundation Australia
& Chair of Disability Advisory Committee**

* LGBTIQ – Lesbian, gay, bisexual, transgender, intersex and questioning

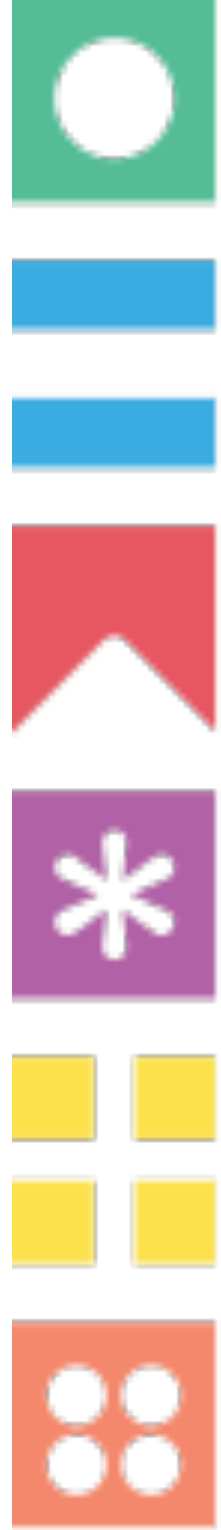
**PWD – People with a disability

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Acknowledgement of Country



Outline

LGBTIQA+ Philanthropy

About PFA and social change philanthropy

Achievements - Disability Priority 2015 to today

Conclusion and acknowledgements

The Gap – LGBTIQ+ within Australian Philanthropy

- The LGBTQIA+ sector is still grossly underfunded
e.g. 0.8% of philanthropic grants went to LGBTI issues – 2016 ACNC report
- Philanthropy often fills the gap when government does not fund
- LGBTQIA+ groups are not specifically noted as an area of disadvantage
- Our specific needs are not recognised or addressed.



Who Are We?



‘By and for’ our LGBTQIA+ community

- Pride Foundation Australia (formerly GALFA) is a national philanthropic foundation specifically focused on funding lesbian, gay, bisexual, trans, queer, intersex, asexual and other (LGBTQIA+) community issues in Australia.
- We work to increase philanthropic support for the Australian LGBTQIA+ and allied communities
- Volunteer run; accountable to our community; ACNC, ATO and ASIC compliant

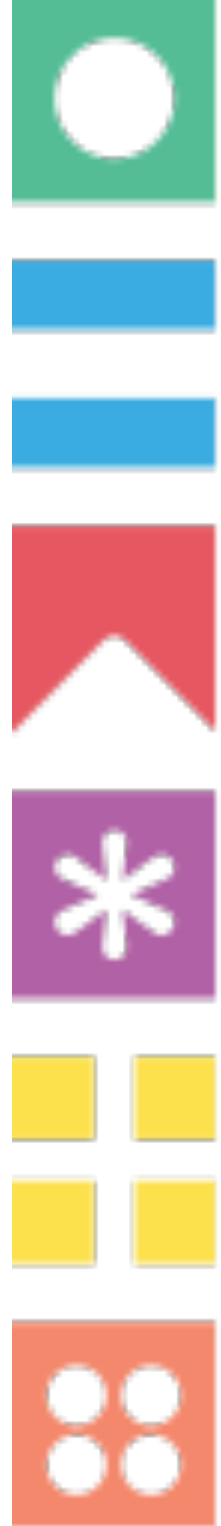
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Social Change Philanthropy

- We adopt a social change model of philanthropy having a dedicated focus on advancing equity for the most disadvantaged LGBTQIA+ Australians,
- With an evidence based approach we advocate for enduring systemic change.
- Social change philanthropy focuses:
 - ✓ On overcoming causes of disadvantage and inequality
 - ✓ Strives to include people impacted as decision makers
 - ✓ Aims to make philanthropy accessible, diverse, accountable, transparent and responsive.
 - ✓ Donors and foundations act as allies, **contributing not only \$'s but time, knowledge, skills and access to power.**

See: <https://www.reichstein.org.au/our-work/> 'Change Not Charity'



Funding Priorities

Priorities reviewed every three years



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Current priorities

Homelessness

Disability

Asylum seekers and refugees

Small Grants –
up to \$500 (4 rounds / year)

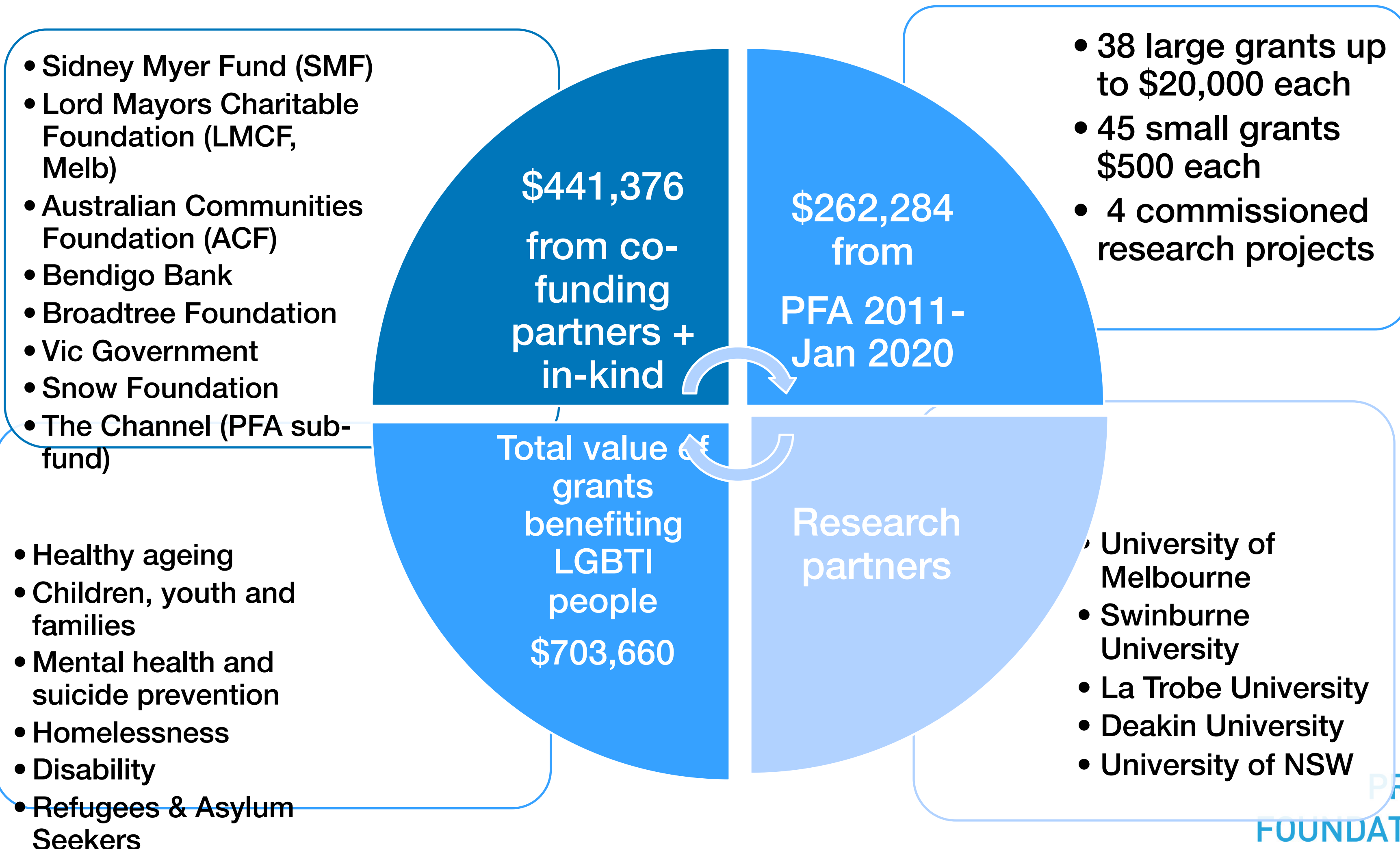
Previous priorities

Healthy ageing

Youth and families

Mental health & suicide prevention

Grants summary from inception @ January 2020

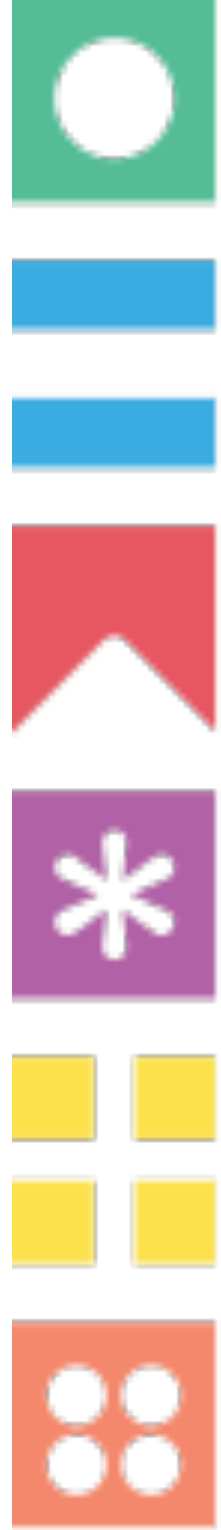




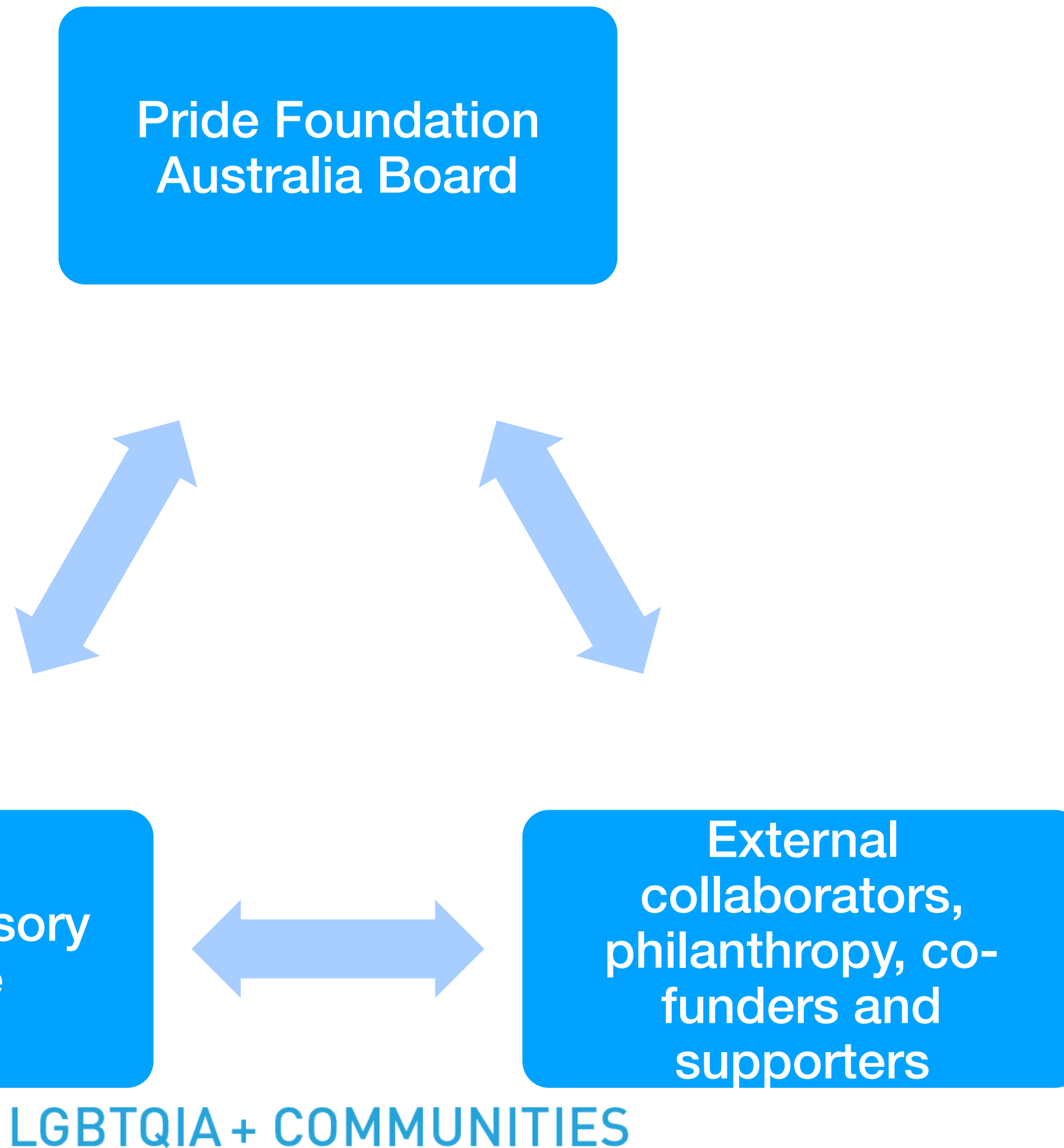
Pride Foundation Australia Disability Priority – initiated 2015

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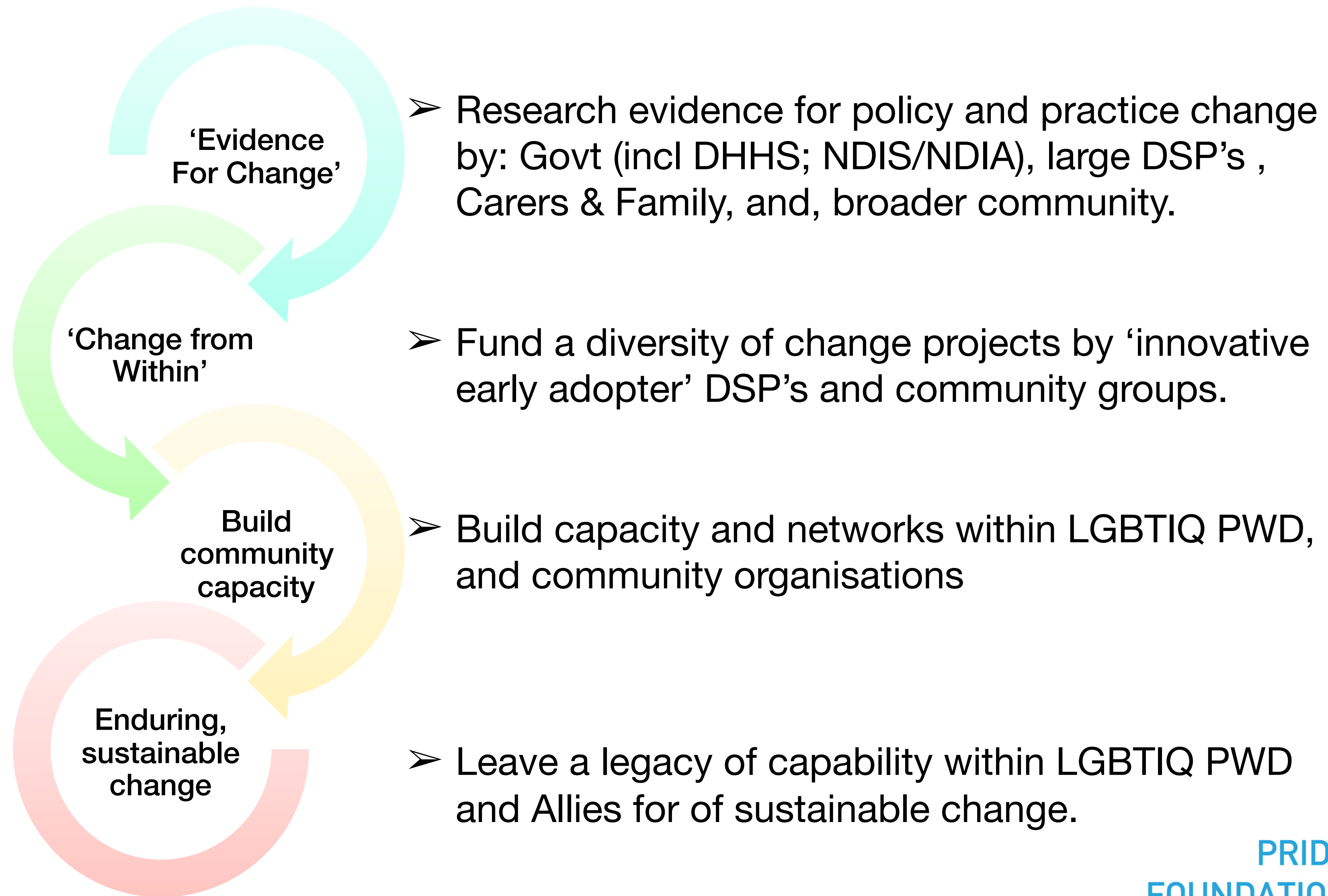


Strategy - inclusive & outward looking



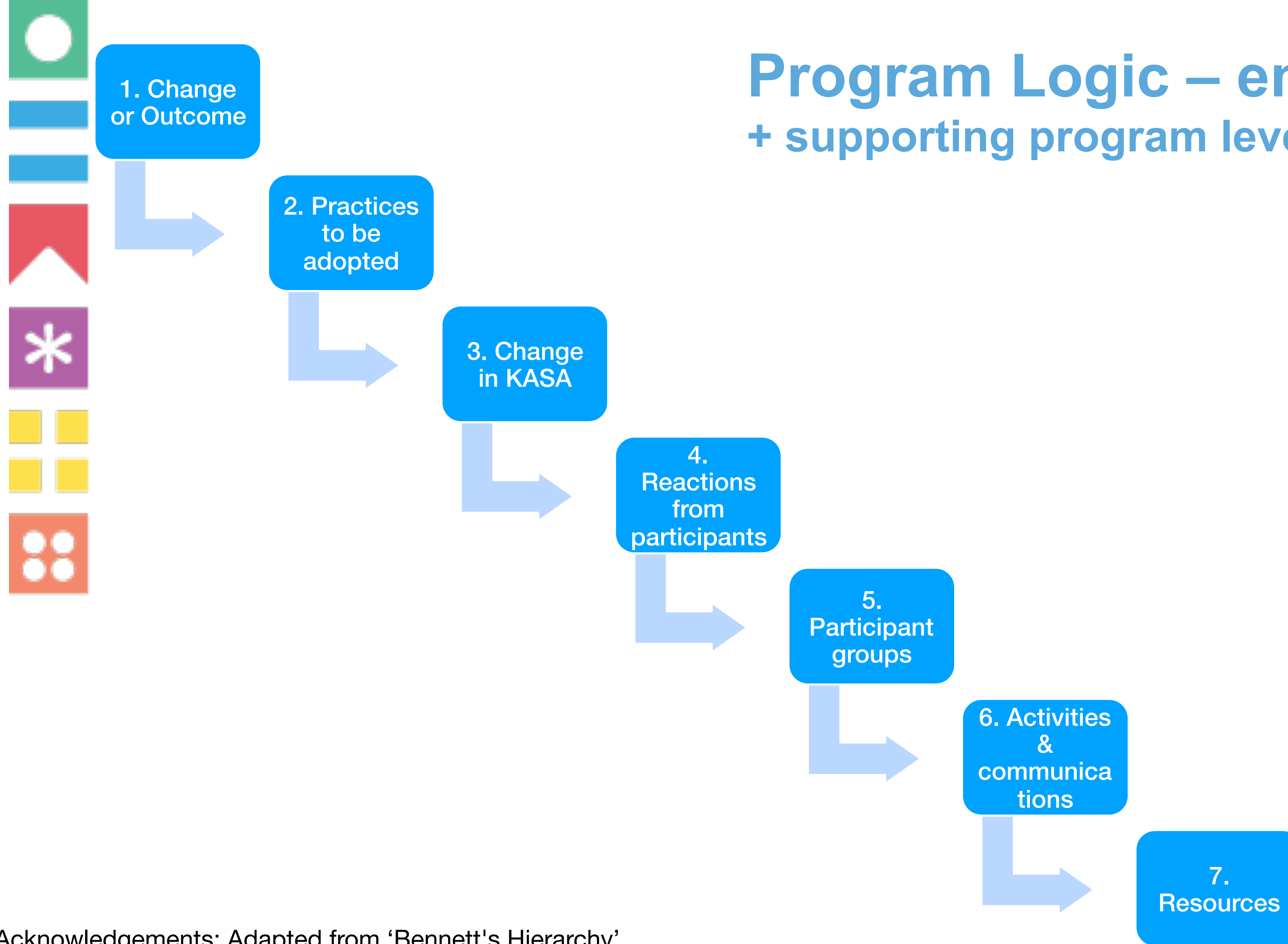
- ❖ **Outcome: LGBTIQ+ PWD living ‘out’ and supported lives without discrimination or disadvantage.**
- ❖ **Background paper of issues and ‘landscape’**
- ❖ **Pride Foundation Australia contributes \$’s, advocacy, networks, knowledge, skills, volunteer time and ‘legitimacy’ .**
- ❖ **Advisory Committee – “Nothing for us, without us”**
- ❖ **Diversity in disability – Understanding difference**
- ❖ **A long & complex journey, we can only seed change; sustainability requires collaborators, co-funders and supporters.**

Strategy – our theory of change



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Program Logic – enduring change + supporting program level evaluation

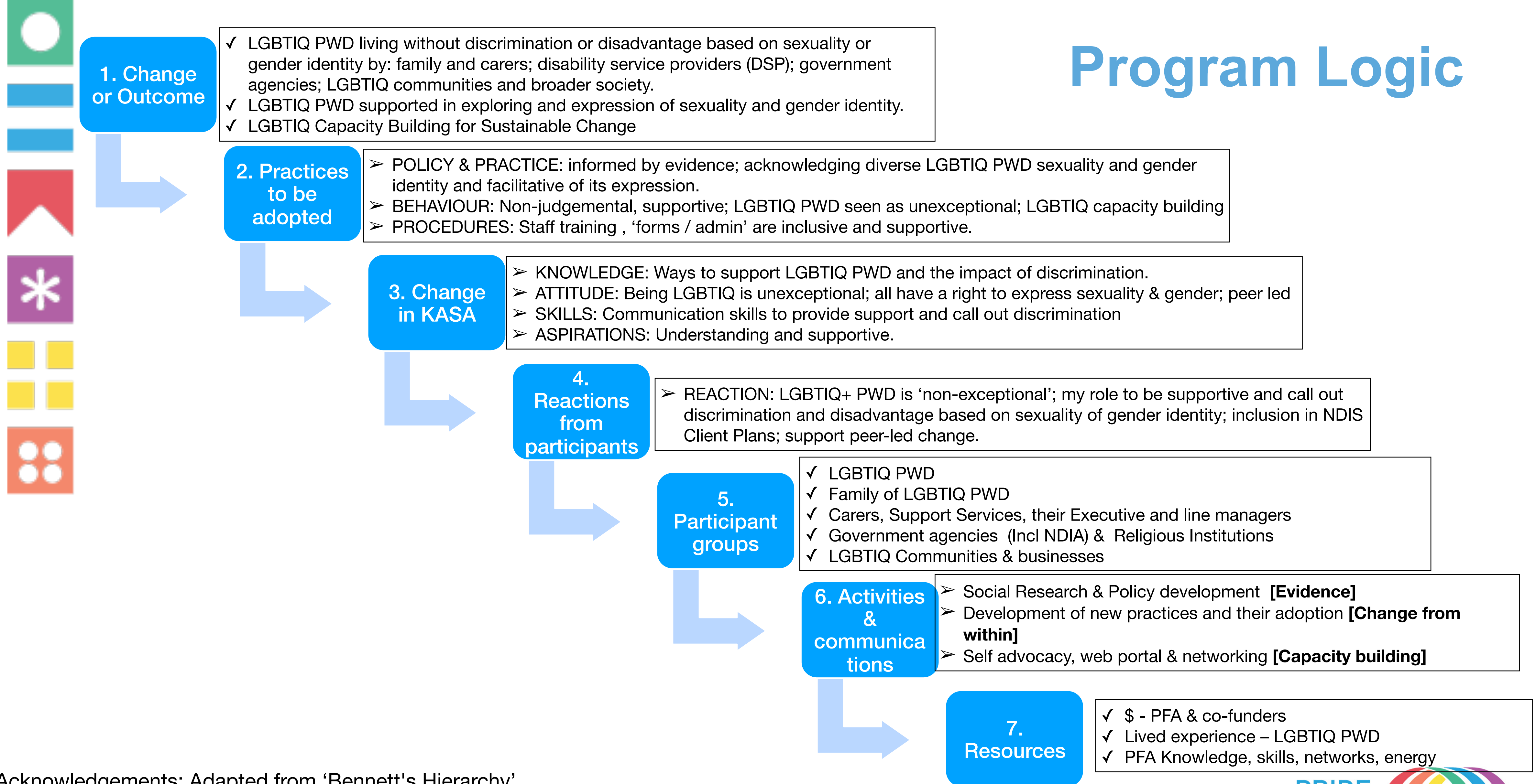


Acknowledgements: Adapted from 'Bennett's Hierarchy'

See - Claude Bennett (1975; 1977, 1995 etc) + Dept Agr Vic , Research Div Evaluation group

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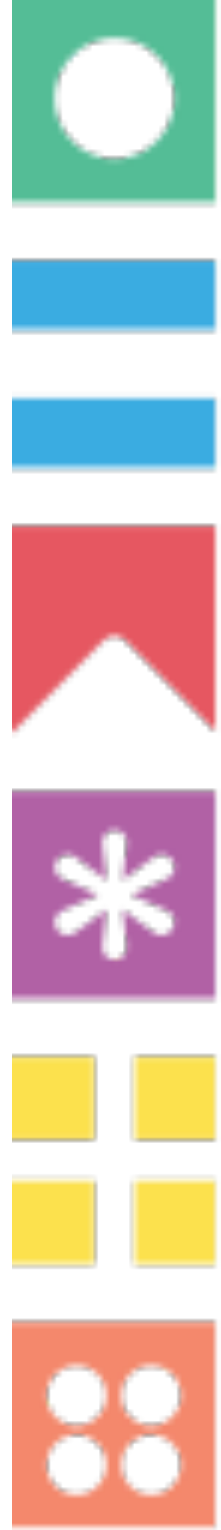
Program Logic



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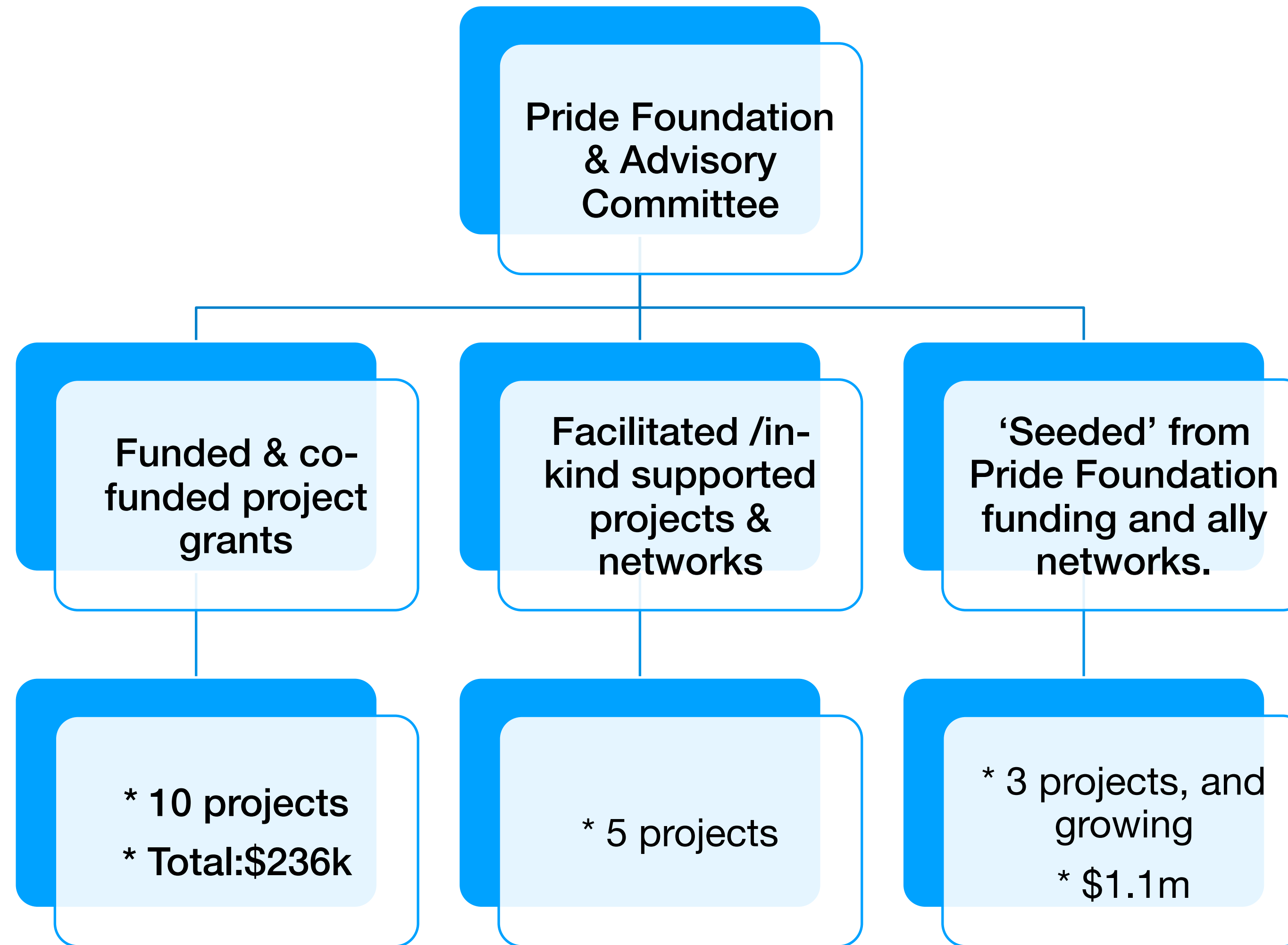
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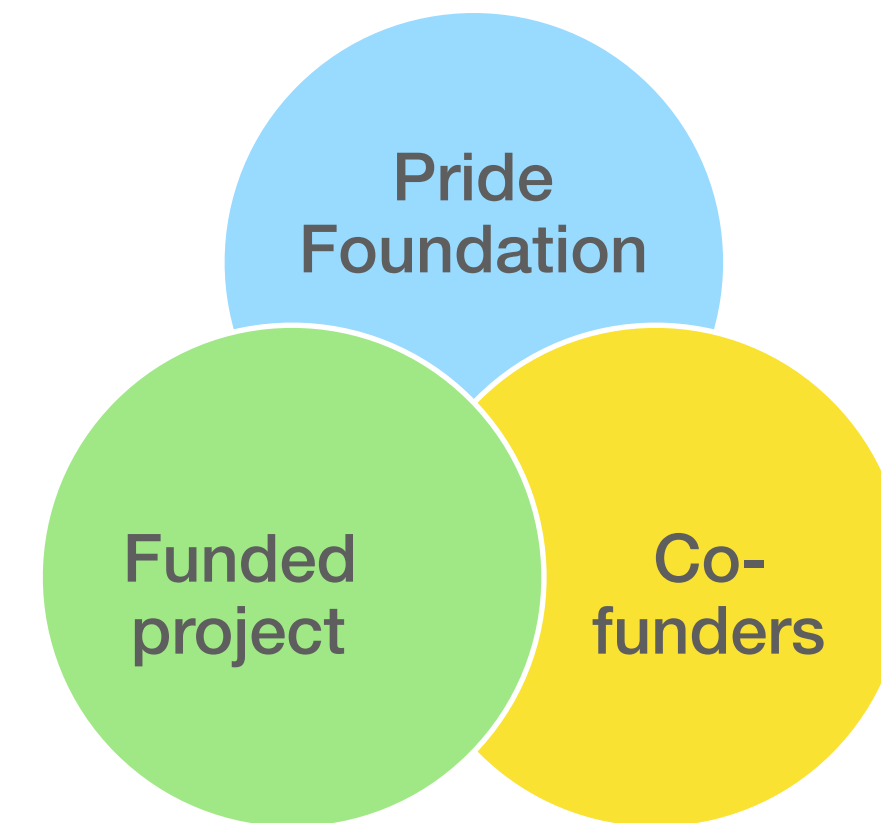
What happened? How it unfolded, chaos! 2015-2020

‘.... from little things, big things grow’



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Pride Foundation funded & co-funded projects 2015-20



Evidence For Change – 2 commissioned research grants

Change From Within – Sidney Myer Fund + Pride Foundation funding - 6 grants to disability organisations (competitive, bi- annual grants)

Change From Within – Pride Foundation The Channel sub-fund - 2 grants Member voted

La Trobe / Rainbow Health – Lit Review

Deacon Uni – Experiences of LGBTIQ PWD

Inclusion Melbourne (intellectual disability)

Melba Support (capacity building in disability sector)

Asperger's Vic, The Shed, TGV & Spectrum Intersections (resource kits)

Dementia Centre for Research (e-learning for care providers)

Yooralla (internal education & training)

Working it out (professional learning packages Tasmania)

Northcott Innovation (sexuality & disability)

Proud to Play 'Everyone In' (sports inclusion)

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Disability area – evidence (part 1)

Social connection

- difficulty connecting with LGBT communities and disability communities
- less freedom to express their sexuality

Health inequalities

- twice the rates of distress and of anxiety

Discrimination, abuse and violence

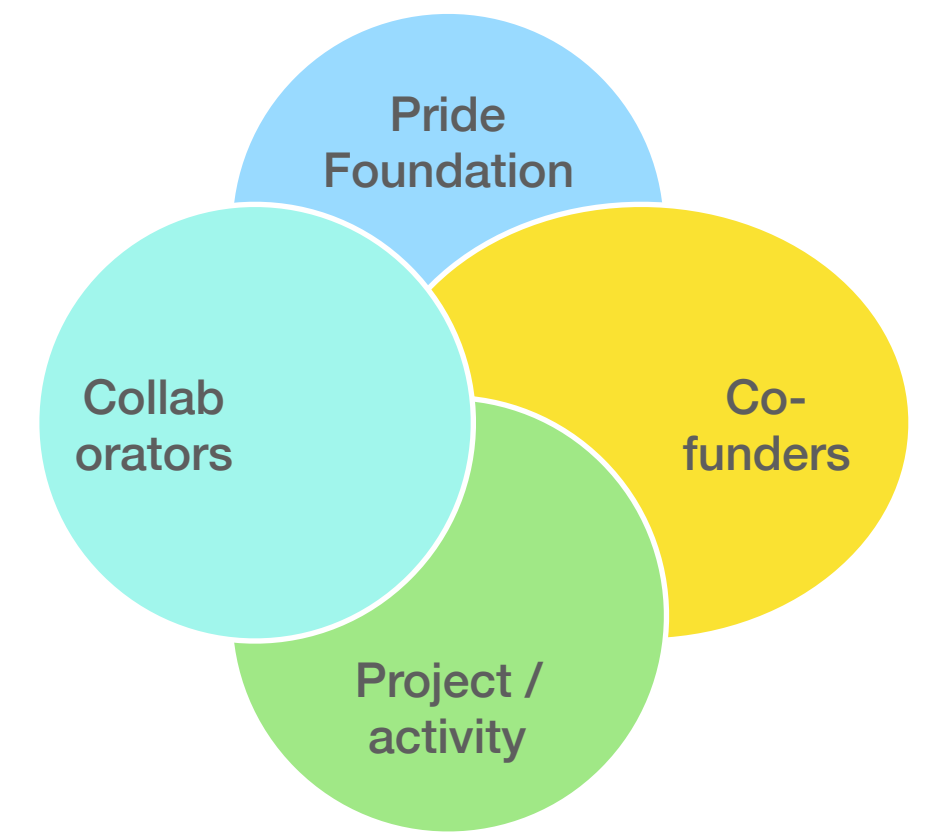
- more likely to be a victim of crime

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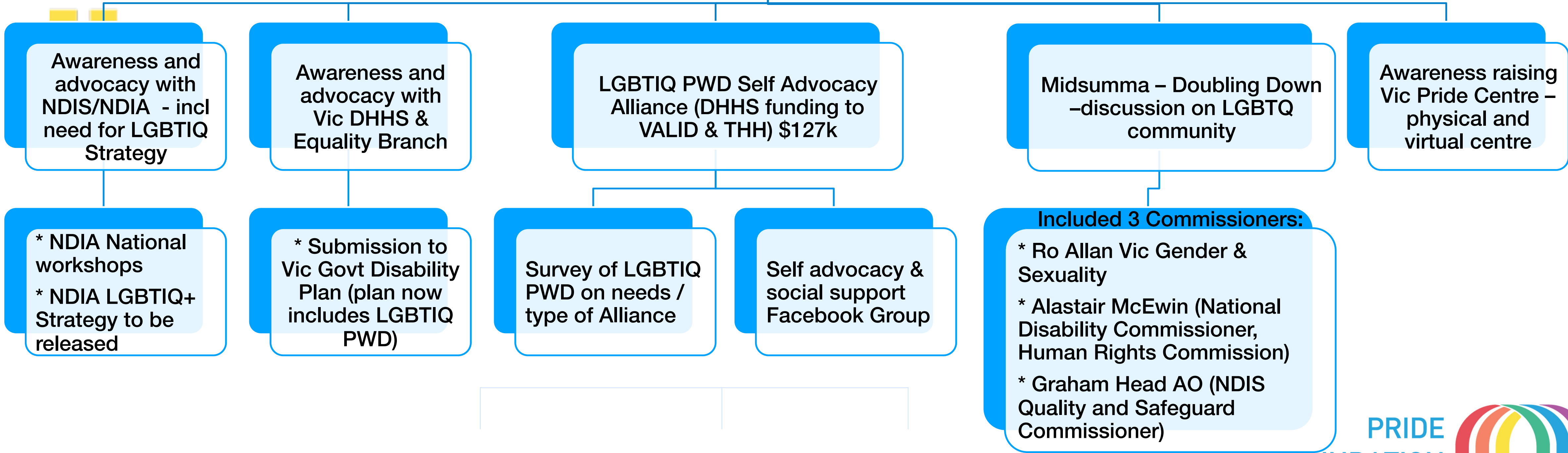
The everyday experiences of lesbian, gay, bisexual, transgender and intersex (LGBTI) people living with disability

William Leonard
Dr. Rosemary Mann





Pride Foundation facilitated and in-kind supported projects 2015-20





‘Seeded’ from Pride Foundation, co-funders and ally networks 2015-20

NDIS –ILS funded THH - \$116k

“Stronger Together - Building the Capacity of LGBTIQ People with Disabilities” (Vic)

NDIS ILS funded Inclusion Melb, with Deakin Uni + THH \$587k

“Information Resources for the inclusion of LGBTIQA+ People with Intellectual Disability” (National)

NDIS – ILS funded National LGBTIQ Alliance - \$422k

“Scoping employment opportunities for LGBTI people with disability in the LGBTI health centre”

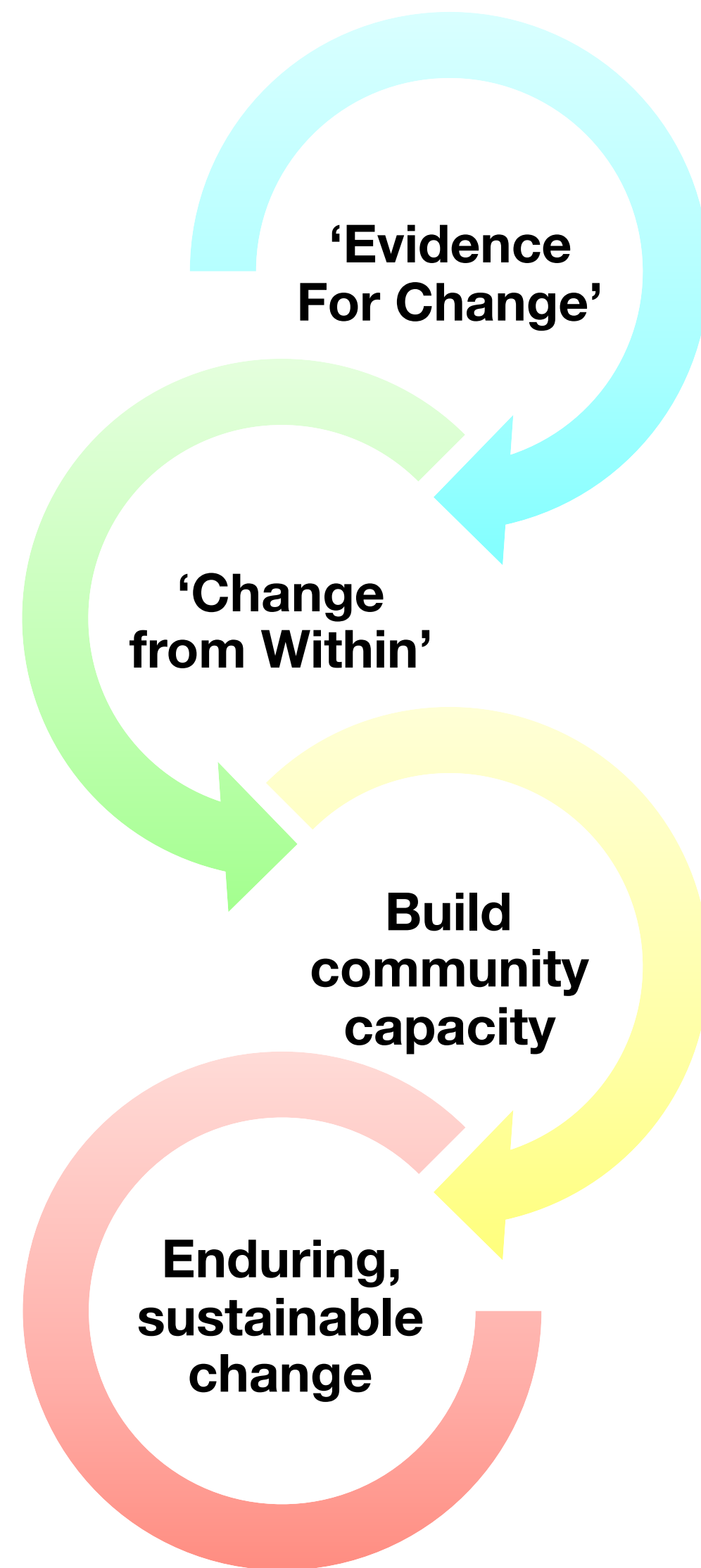
DHHS Disability Self Help Grants Program. (\$10k/2 yrs)

LGBTIQA+ Disability Collective

..and more planned

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Strategy – change completed or in progress ...



[?] Evidence from 2 research grants (i) International Literature Review & Aust data. (ii) In-depth Australian research - in progress, recommendations to follow.

[?] 8 large PFA grant projects with DSP or community groups.

[?] 1 PFA Small Project grant

[?] 3 large NDIA / ILC grants

[?] Creating networks and supportive environment

[?] Self Advocacy needs survey

[?] Self Advocacy social support network (DHHS grant)

[?] *Leave a legacy of capability within LGBTIQ PWD and Allies for of sustainable change.*

Learnings – what needs to improve



- ✓ **Reluctance for mainstream philanthropy to fund disability – sexuality and gender identity scares them too**
- ✓ **Some disability organisations wary of LGBTIQ sexuality and gender identity.**
- ✓ **Some LGBTIQ community and business organisations still need to embrace the full meaning of ‘equality’ .. It’s more than marriage!**

Learnings - positive

- ✓ **Nothing for us – without us**; the power of peer support & self advocacy and including affected communities in advice and decision making (*aka 'co-design'*).
- ✓ **Listen – no one knows it all** – the LGBTIQ PWD space is very very complex; we have all learned from each other; teamwork.
- ✓ **Co-funding works** – it can take time, add to complexity, but co-funders add to resources (\$'s) legitimacy and builds momentum.
- ✓ **Empowering our Allies & Networks** – who support us in wanting a 'fair go'
- ✓ **We have overcome the inertia of resisting change**, we need keep the momentum up.

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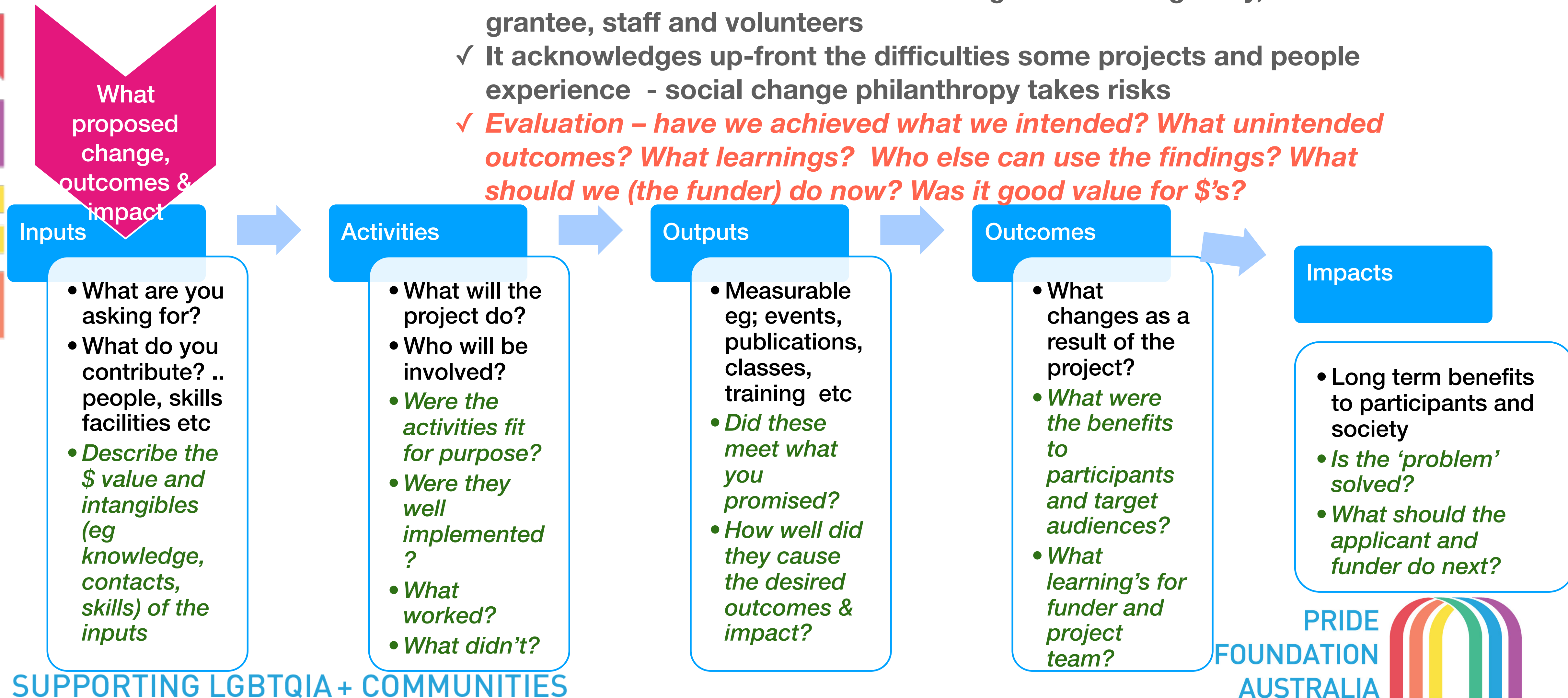


**Highly Commended –
creating inclusive communities
2019 Vic Disability Awards**



PROJECT LEVEL EVALUATION QUESTIONS

- ✓ How does the project fit into the Program Logic?
- ✓ Evaluation is about continuous learning .. the funding body, the grantee, staff and volunteers
- ✓ It acknowledges up-front the difficulties some projects and people experience - social change philanthropy takes risks
- ✓ *Evaluation – have we achieved what we intended? What unintended outcomes? What learnings? Who else can use the findings? What should we (the funder) do now? Was it good value for \$'s?*

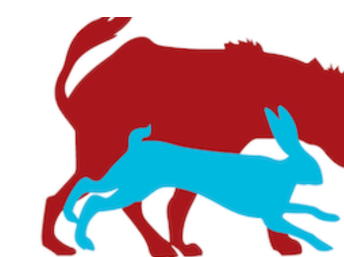




Enduring thanks to our co-funders 2015-19



Special thanks to our collaborators 2015-19



hares&hyenas



Victorian Advocacy League for Individuals with Disability



THE VICTORIAN
PRIDE CENTRE

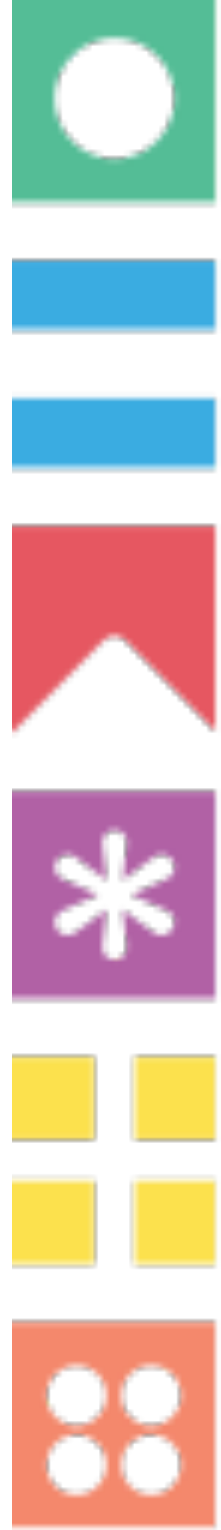


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Thanks for the experience, teaching and wisdom of our Advisory Committee:

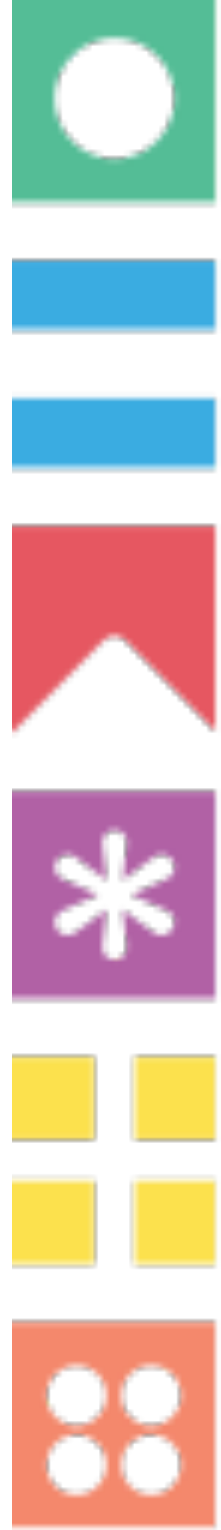
- Jax Jacki Brown
 - George Taleporos
 - Jake Lewis
 - Kirrily Hayward
 - Margerita Coopolina
 - Nathan Despott
 - Ruby Mountford
 - Christine Mulholland (DHHS)
-
- Jarrod Marrinon
 - Keran Howe
 - Fiona Smith



Get involved

- **Donate** – Monthly, annual or one-off (tax deductible)
- **Fundraise for us** – work, family or friends
- **Partner with us** – like minded philanthropy, businesses or corporations
- **Volunteer** – we are volunteer run; assist in events, advisory or sub-committees
- **Leave a Gift in your Will** – show your passion and care for the future
- **Start a sub-fund** – a significant gift or bequest can form a named sub-fund





Thanks to you, our audience.
Questions welcome

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

<https://www.facebook.com/pridefoundationaus/>

<https://twitter.com/pridefdnaus>

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Thanks to You, Our Audience!

Questions Welcome

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Pride Foundation Australia Grants 2011-2019

Total >\$500,000

**PFA
\$187,400**

**Co-funders
\$277,000**

**The Channel
\$35,000**

