2024-2026

STRATEGIC PLAN

Inclusive Rainbow Voices

Inclusive Rainbow Voices

We acknowledge the traditional owners of the many lands on which we work.
We acknowledge that First Nations communities continue to experience significantly elevated rates of disability.
We cannot speak truthfully about disability without addressing the ongoing impacts of colonisation.
We are committed to centring the lived experience and knowledge of First Nations people and cultures. We pay respects to elders, past and present.
Sovereignty was never ceded.
This always was, always will be, Aboriginal land.

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ABOUT IRV

Inclusive Rainbow Voices was established in 2021, when a group of founding members came together, with a shared motivation to address the lack of understanding and action on the needs and priorities of LGBTIQA+ people with disability.

Two years later, in April 2023, IRV was launched at the Victorian Pride Centre. We celebrated our community and the establishment of IRV through performances and speeches.

In August 2023, our inaugural CEO, Katherine Marshall, joined us in a part time capacity 2 days per week. Katherine soon secured more funding to increase to 4 days per week and remains at this capacity in November 2024.

In November 2023, the IRV Board signed off on a Strategic Establishment Plan, which aimed to articulate the initial vision, goals and priorities for IRV during its establishment phase.

Over the following year, IRV worked hard to build movements, advocate for change and connect with community locally, nationally and internationally. More details about our work are available on our website and in our Annual Report.

IRV has received funding from organisations such as the Victorian Department of Families Fairness and Housing, Pride Foundation Australia, GiveOUT, Aurora and Snow Foundation. We also partner with LGBTIQ+ Health Australia in the delivery of a grant from the Department of Social Services.

This strategic plan builds on the Establishment Plan, incorporating feedback from community consultations, new research and learning from a year of operation by our CEO. This plan was approved by the IRV Board at the 2024 AGM, on November 25, 2024.

OUR VISION

Equity & justice for LGBTIQA+ people with disability.

OUR VALUES

Our values guide our work. As an organisation, we believe in:

01 Championing intersectionality

02 Centring lived & living experience

03 Radical interdependence

04 Practicing pride

05 Transparency & accountability

01. Championing Intersectionality

We acknowledge and honour the intersectionality of identities and experiences. We seek to centre and uplift the unique experiences, barriers, needs and priorities of diverse LGBTIQA+ people with disability.

02. Centring Lived Experience

We centre the expertise of LGBTIQA+ people with disability. There is ‘Nothing About Us, Without Us’.
We work hard to ensure that people with different lived experiences can participate safely in our work. This includes board members, staff and community.

03. Radical Interdependence

We challenge the idea that all disabled people should aim to be independent.
We value autonomy and decision making.
We are committed to supporting each other and our needs.
We celebrate strong and caring communities.

04. Practicing Pride

We don't expect everyone to feel pride all the time. We practice pride by challenging ableism and removing shame and stigma about disability.
We are proud of each other.
We are proud of disabled cultures, histories, and movements.

05. Transparency & Accountability

We are accountable to LGBTIQA+ people with disability first.
We provide clear information and accurate reports about the work we do. We are honest about the work we cannot do. We work to promote confidence and trust, and we are always open to feedback.

OUR PRIORITIES

As we move into the next phase of IRV's development, these are our areas of priority

01 Led by our values

02 Leadership in advocacy and movement building

03 Organisational sustainability & growth

04 Connecting with & understanding our communities

OUR APPROACH

IRV is a values driven organisation, with a strong vision of equity & justice for LGBTIQA+ people with disability. We work to achieve our vision through:

01 **Systemic advocacy & movement building**

02 **Capacity building & education**

03 **Peer support & celebrating community**

04 **Working in solidarity with others**

We are proud of the LGBTIQA+ leaders with disability who came before us, and we are committed to continuing the fight for justice that they started.