



## Working it Out's Community Voice Advisory Group (CVAG) Expression of Interest

### Project Background

Working It Out (WIO) is a unique, specialist service for LGBTIQ+ (lesbian, gay, bisexual, transgender, gender diverse, intersex, queer, and asexual) people and their families across Tasmania. We are proud of our reputation as an inclusive, community-driven organisation respected by our members and other key stakeholders.

We are currently taking expressions of interest for our first Community Voice Advisory Group (CVAG). The CVAG is a group designed to give a voice to a diverse range of Tasmanian LGBTIQ+ community members, especially those who may not be well represented amongst WIO staff or Board.

We value and celebrate diversity in all its forms, and encourage people of all backgrounds, abilities, ethnicities, and cultures to join us in our work.

### The Aims

The CVAG will provide strategic advice and feedback to the WIO Board and management.

The CVAG aims to achieve the following:

- Highlight the needs of community members to the WIO Board and management.
- Highlight issues and concerns relating to WIO to the WIO Board and management.
- Suggest strategies and programs that WIO may offer or seek resourcing for.
- Provide advice and/or feedback on WIO's strategic direction and priorities.
- Provide feedback on WIO policies, programs, activities and communications.
- Provide feedback on WIO culture and perception in the community.
- Other goals to be decided on by the CVAG members.

## The Role

The CVAG will consist of 8-12 LGBTIQ+ community members from across the state. Members will commit to:

- Prioritising attending all scheduled meetings.
- Approaching the role in good faith with the aim of helping WIO improve its practice.
- Sharing all relevant communications and information with all CVAG members.

Members of the CVAG can expect:

- That the group is supported by a paid CVAG Coordinator.
- Meetings and activities will be inclusive of all participants.
- That each member will be provided with complete, accurate and meaningful information in a timely manner.
- That each member will have reasonable opportunities to provide input and feedback.
- That members will be provided with mentoring and upskilling to participate successfully in the group.
- Ongoing 'checks-ins' by the CVAG Coordinator to monitor group effectiveness, and to address any issues arising.

## Time

Members will be offered a two-year term, from 2024-2026, after which time they may reapply. Members may sit for up to three consecutive terms on the CVAG.

There will be 4 meetings per year and each meeting will be up to 2 hours. The CVAG Members will therefore need to commit up to 8 hours a year to meetings as well as the extra time it takes to prepare for meetings by e.g. reading through the minutes and agenda or compiling any resources. The CVAG will also have one non-voting position on the WIO Board and must send a representative to at least four WIO Board meetings each year (in person or online).

## Payment

CVAG members will be paid a sitting fee honorarium of \$80 per session (including attendance at WIO Board meetings).

## EOI and Selection

The questions in the expression of interest are designed to help us establish a group that represents the diversity of the Tasmanian LGBTIQ+ community, especially those who may not be well represented amongst WIO staff or Board or have historically been underrepresented in our organisation. Selection will be made by the WIO Board's Community Voice Sub Committee with assistance from the CVAG Coordinator. Depending on the number of expressions of interest it may not be possible to offer everyone who applies a position on the CVAG.

Expressions of Interest will be open for the month of April 2025, however will be extended if needed. Email [ceilidh@workingitout.org.au](mailto:ceilidh@workingitout.org.au) if you need an extension or are unsure if the Expression of Interest is still open.

You can fill out the expression of interest for the position here:

<https://forms.office.com/r/YBxdknfptt>

## Confidentiality

The information you submit in the EOI will be reviewed by the CVAG Coordinator Ceilidh Newbury and the WIO Board's Community Voice Sub Committee. Your details will be kept private and will be deleted after selection. Your identity as part of this group does not need to be made public.

## Questions

If you have any questions about the project, would like to read the draft Terms of Reference, or require assistance to fill out the form, please don't hesitate to contact the CVAG Coordinator Ceilidh Newbury via email: [ceilidh@workingitout.org.au](mailto:ceilidh@workingitout.org.au) or phone: 0478 361 551.

If you believe Ceilidh may have a conflict of interest, you may instead contact Olivia Hogarth (CEO) via email: [ceo@workingitout.org.au](mailto:ceo@workingitout.org.au) or phone: 0415 372 193.

## Our Culture

At Working It Out our aim is to welcome and engage with all those who access the service. We recognise that the culture of the organisation is integral to its success as a community owned and driven provider.

### Respect strengths, capacity and uniqueness

- We acknowledge, celebrate, hear and affirm all people's unique experiences and knowledges from the first point of contact with Working It Out
- We respect the unique qualities of our staff and what their lived experience adds to Working It Out as a whole
- We believe in, and work with, people's innate strengths, capacities and experiences
- We acknowledge that what it means to be LGBTIQ+ has and is changing, affected by theoretical trends, political, social, cultural and environmental change and context
- We are mindful of our use of language and the power of language to include or exclude

### Work collaboratively for systemic change

- We resist 'us/them' and 'expert/client' mentalities across all aspects of our work
- We seek to work collaboratively with all people who engage with Working It Out
- We support people to locate struggles within social structures and systems, not within the individual
- We challenge systems and structures in a careful and strategic way that aims for long-term change
- We see service-users as fellow community members, not 'cases'
- We see people accessing professional learning as experts in their field seeking support to provide inclusive services
- We see parents, partners and families as people who know their child, sibling or partner and who generally want the best for them
- We have been, and remain committed, to being part of collective social and systemic change
- We are mindful and critical of our power and the relationships of power that we are implicated within
- We are committed to providing support and engaging with people and communities in a way that is consistent across our organisation, reflective of our shared values
- We respect the role of mainstream clinical and case-management services, Government departments and educational institutions.

### **Work within the Tasmanian context**

- We provide interactive, supportive and engaging learning opportunities within the Tasmanian context
- We provide short-term, strengths-based, non-clinical support to LGBTIQ+ people, their friends and families
- We provide support to LGBTIQ+ people that is not accessible through mainstream services and supports
- We provide professional learning programs in inclusive service delivery which are not otherwise available
- We are proud of our reputation and are committed to maintaining it
- We respect that Tasmania is comprised of many population groups, with diverse needs, desires and histories
- We respect the Tasmanian context and its complexity, while recognising that we are also part of it, and subject to its unique characteristics, issues and histories

### **Respect and learn from our history**

- We respect our LGBTIQ+ community elders, their experiences and their contributions
- We respect that how we work is a result of why and how the organisation was founded, and 20+ years working in the Tasmanian context
- We continue as a government funded organisation, valued because of the way that we work, which is specific and unique
- As an organisation, we have survived by working strategically and remaining focused on long-term change over short-term political outcomes

### **Respect our capacity and limitations, while remaining focused on the future**

- We are open to change but acknowledge that organisational change must be measured and ongoing
- We respect that we cannot be all things to all people, and that the need will always be greater than what our resources allow us to do
- We are committed to ensuring that our work and the organisation is sustainable over the long-term
- We will continue to advocate for increased resources and where possible, seek out additional avenues of funding, within our capacity
- We acknowledge that our core services (support and education) and the funding to do this provide the foundation of everything that we do
- We support service users around LGBTIQ+ identity(s) and experience. If service-users are negotiating issues such as housing, Centrelink/welfare, medical issues, mental

health services, legal advice, financial issues, we provide basic referral to mainstream supports, while continuing to support them negotiate things related to LGBTIQ+ identity and experience. Where these complexities do arise, we locate these within social structures and systems, rather than individual deficits.

- Our policy and practices should be congruent with our organisational culture, ethos and values - if not, we want to know about it and discuss it as an organisation, while recognising that some values/practices remain fundamental to our organisation and the way we work