





Pride by Side acknowledges the traditional owners of the various lands on which we operate and pay our respects to Elders past and present.

We also celebrate the diversity and intersectionality of everyone we work both with and for.



Pride by Side is a proudly registered charity with the Australian Charities and Not-for-profits Commission.

ABN · 99 664 643 734

# THE PROBLEM

LGBTQIA+ people and communities experience poorer outcomes including mental health, physical health, education, safety, economics, and access due to exclusion, stigma, legal and policy barriers and a range of other compounding factors<sup>1</sup>.

Myriad people, organisations, and projects are working tirelessly to improve outcomes, but there are range of resourcing and capacity challenges standing in the way.

**53% of LGBTQIA+ INITIATIVES HAVE INSUFFICIENT RESOURCES AND CAPACITIES TO EFFECTIVELY ACHIEVE THEIR STRATEGIC GOALS<sup>2</sup>.**

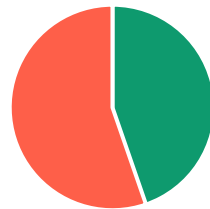
Without adequate capacities, effective action cannot be taken and queer communities will continue to experience poorer outcomes.

<sup>1</sup> Rainbow Realities, LGBTIQ+ Health Australia (2024)

<sup>2</sup> Pointing to Progress, Pride by Side (2024)

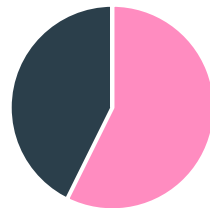
**53%**

of LGBTQIA+ initiatives have insufficient resources and capacities to effectively achieve their strategic goals<sup>2</sup>.



**55%**

of LGBTQIA+ initiatives operate on an annual budget under AUD \$25,000<sup>2</sup>.



# OUR APPROACH

Our logic model outlines how we understand the change we want to create in the world. It is expanded upon in our full impact model (v4)

<b>THE VISION</b>	A world where all LGBTQIA+ people and communities thrive.			
<b>WHAT IT WILL TAKE</b>	Queer and allied initiatives reduce suffering and distress of LGBTQIA+ people and communities by demonstrably creating positive outcomes.			
<b>BUT, THE CHALLENGE</b>	Initiatives don't have the necessary capacities to achieve their goals.			
<b>OUR GOAL</b>	To build the capacities of initiatives to achieve their outcomes.		To support initiatives in understanding their capacity needs.	
<b>STRATEGIC PILLARS OF OUR WORK</b>	<b>WE LEARN</b>	<b>WE SUPPORT</b>	<b>WE AMPLIFY</b>	<b>WE EVOLVE</b>

# OUR VALUES

Our values actively guide our beliefs, interactions, and decisions. They don't represent what we do, rather how we do it.



## FOCUS

We centre the bespoke needs of LGBTQIA+ initiatives and the entire rainbow community.



## ADAPTATION

We listen, learn, and evolve to best achieve outcomes.



## GRIT

We steadfastly stand up for what's right.



## COLLABORATION

We model collaboration, sharing, and unity.





# OUR STRATEGIC PILLARS

Pride by Side's work can best be understood through our overarching strategic pillars:



## 1 • WE LEARN

- 1.1 · We deepen understanding of LGBTQIA+ initiatives' capacity needs
- 1.2 · We deepen understanding of capacity building



## 2 • WE SUPPORT

- 2.1 · We support LGBTQIA+ initiatives in understanding their capacity needs
- 2.1 · We address the capacity needs of LGBTQIA+ initiatives



## 3 • WE AMPLIFY

- 3.1 · We grow the Pride by Side community and strengthen our role in the LGBTQIA+ ecosystem
- 3.2 · We translate our knowledge and evidence to action.
- 3.3 · We celebrate the work and impact of our ecosystem.



## 4 • WE EVOLVE

- 4.1 · We ensure Pride by Side's own resourcing to achieve its goals
- 4.2 · We interrogate the effectiveness of our work
- 4.3 · We evolve our work and organisational model based on data

# OUR FY26 PRIORITIES

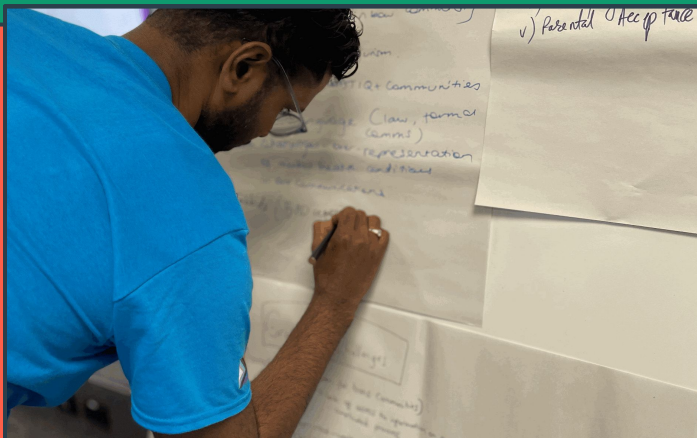
**In FY26, Pride by Side is focusing on what matters most.**

Like many small organisations, we're operating in a tight funding environment, and that calls for discipline and clarity.

Rather than stretch ourselves thin, we're concentrating on the work that will have the greatest long-term impact: strengthening our foundations, deepening our understanding of sector needs, and delivering scalable, strategic support to LGBTQIA+ initiatives across Australia.

STRATEGIC TARGET	DESCRIPTION
<b>Pointing to Progress 2026</b>	Return of our flagship research project tracking capacity needs of the LGBTQIA+ sector nationally..
<b>A major capacity-building initiative</b>	Informed by the findings of P2P26, a major activation to support the most pressing capacity-building needs of the sector.
<b>Bespoke support and connection</b>	Continued efforts to match initiatives with expert advice to address specific challenges initiatives are facing.
<b>A foundational digital repository</b>	Curation of tools and resources for scalable, self-directed capacity building.
<b>Business model and funding development</b>	Strengthening Pride by Side's own capacity and sustainability.





# GET INVOLVED

There are loads of ways to get involved with Pride by Side:



## GET SUPPORT

If you're an initiative looking to strengthen your capacities visit [pridebyside.org](https://pridebyside.org) for more information.



## OFFER SUPPORT

If you're an individual or organisation that wants to use your skills and knowledge to help build the capacities of LGBTQIA+ initiatives get in touch via [hello@pridebyside.org](mailto:hello@pridebyside.org)



## JOIN THE TEAM

If you'd like to join the Pride by Side team as a volunteer, get in touch via [hello@pridebyside.org](mailto:hello@pridebyside.org)



## DONATE

As a small, volunteer charity, every penny makes a huge difference! Donate now via [pridebyside.org/donate](https://pridebyside.org/donate)



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