



POINTING TO PROGRESS 2026

NATIONAL LGBTQIA+ SECTOR CAPACITY REPORT

SUMMARY



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



Pride by Side Ltd. is a proudly registered charity with the Australian Charities and Not-for-profits Commission.
ABN · 99 664 643 734



Special thanks to **Rainbow Giving Australia** (our delivery partner), **Google.org** (our funding partner), and **Social Research Centre** (our thought partner) for their support of Pointing to Progress.



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Photo: Juliette F





SUMMARY

SUMMARY • KEY DATA

The LGBTQIA+ sector is deeply committed, overwhelmingly volunteer-led, and facing significant barriers to building the capacity and resources to secure its future.

54%

operate on
an annual budget of
less than \$50k.

46% operate on less
than \$25k.

10

Median volunteers

69%

believe safety has
deteriorated for
LGBTQIA+
communities over
the past 3 years.

0.1

Median
full-time-
equivalent staff

74%

have had an increase in
demand in the past 12
months

80%

have insecure
resourcing beyond
12 months.

Capacity area

**Self-rated
performance**
(out of 10)

Impact
and evaluation

5.9

Business
and governance

6.1

User
and ecosystem

6.8

Branding
and communications

6.9

Systems
and processes

6.1

People
and culture

7.5

LGBTQIA+
perspectives

7.8

SUMMARY • SINCE 2024

Pointing to Progress captures a large cross-section of Australia's LGBTQIA+ initiatives, but it is not a longitudinal study. Participation differs between survey rounds, so changes over time should be interpreted as broad sector signals rather than definitive trends.

BETTER

- More initiatives are diversifying income sources
- Greater organisational maturity is emerging
- Governance and planning are improving
- Collaboration across the sector is increasing

WORSE

- Funding insecurity remains a persistent pressure
- Volunteer burnout continues to affect delivery
- Attracting skilled staff remains difficult
- Political and social conditions feel more hostile

ABOUT THE SAME

- Demand continues to exceed available capacity
- Volunteer reliance remains high
- Small budgets still dominate the sector
- Collaboration remains a major strength



SUMMARY • A CALL TO ACTION



GOV & POLICYMAKERS

Strong LGBTQIA+ communities require strong organisations.

- 1 · Fund for sustainability
- 2 · Design funding with the sector
- 3 · Help foster a safer environment



PHILANTHROPY

Flexible funding creates stronger and better outcomes.

- 1 · Invest beyond programs
- 2 · Back initiatives longitudinally
- 3 · Build relationships, not transactions



BUSINESS AND CORPORATES

Valuable partnerships extend beyond financial support.

- 1 · Offer pro bono expertise
- 2 · Build genuine partnerships
- 3 · Lead by example (especially during tough times)



MEDIA

The stories we tell shape the communities we build.

- 1 · Report with context
- 2 · Amplify diverse voices
- 3 · Inform, don't inflame



LGBTQIA+ SECTOR

The future of the sector will be built together.

- 1 · Share what works
- 2 · Prioritise foundations
- 3 · Tell your story



YOU, AN INDIVIDUAL

Small actions across many people create lasting change.

- 1 · Donate and support
- 2 · Use your voice
- 3 · Share the work





ABOUT

PURPOSE

Pointing to Progress 2026 is a biennial Australian survey by Pride by Side to understand and uncover the evolving capacity strengths and challenges of the LGBTQIA+ sector.

Many organisations, initiatives, and projects are working towards improving the lives of queer people and communities, but face myriad challenges in achieving the impact they strive for. Without robust data, supporting ecosystems such as funders, donors, media, and supporters are limited in their ability to understand sector needs, identify emerging trends, and direct resources where they can have the greatest impact.



Website

pridebyside.org/pointingtoprogress

Pointing to Progress aims to:



Strengthen understanding of capacity across LGBTQIA+ initiatives.



Inform advocacy and sector development efforts.



Improve funding decisions and resource allocation.



Identify opportunities for collaboration and partnership.



Track changes in sector capacity over time.

ABOUT US

Pride by Side builds the capacity of LGBTQIA+ initiatives.

We make sure those trying to improve outcomes for LGBTQIA+ people and communities have the skills, knowledge, and resources they need to achieve their goals.

We are the only organisation in Australia to exclusively provide bespoke, capacity-building support based on LGBTQIA+ initiatives' unique needs and gaps. Pride by Side connects initiatives with experts, resources, knowledge, and networks.

For more information, visit pridebyside.org



Photo: Pride by Side

HOW TO READ THIS REPORT

Pointing to Progress provides a snapshot of the Australian LGBTQIA+ sector in 2026.

The findings should be interpreted with the following context:

- 117 initiatives participated, representing approximately 22% of the sector (based on [ThePrideGuide](#)).
- Data was collected between May and June 2026 through an online survey.
- Results are reported in aggregate to protect participant privacy.
- Percentages are based on respondents to each question, unless otherwise stated.
- The findings highlight sector patterns and trends, rather than represent the entire LGBTQIA+ sector.
- Some charts exceed 100% because multiple responses were allowed. Percentages may also differ slightly due to rounding.
- Findings should be interpreted accordingly. The report identifies broad patterns and trends across participating initiatives, rather than definitive measures of the sector.

Language and definitions:

- **Language evolves:** Throughout this report, terms such as LGBTQIA+, queer, and names of specific communities are used in ways intended to be inclusive and accessible. Stakeholders may use different language to describe themselves and the communities they serve.
- **Definitions reflect respondents:** Terms such as initiative, organisation, project, community, and service reflect how respondents described their own work, rather than fixed or legal definitions.
- **Categories simplify complex work:** Organisational structures, focus areas, operating models, funding sources, and other classifications are used to support analysis. Many initiatives span multiple categories or may not fit neatly within them.

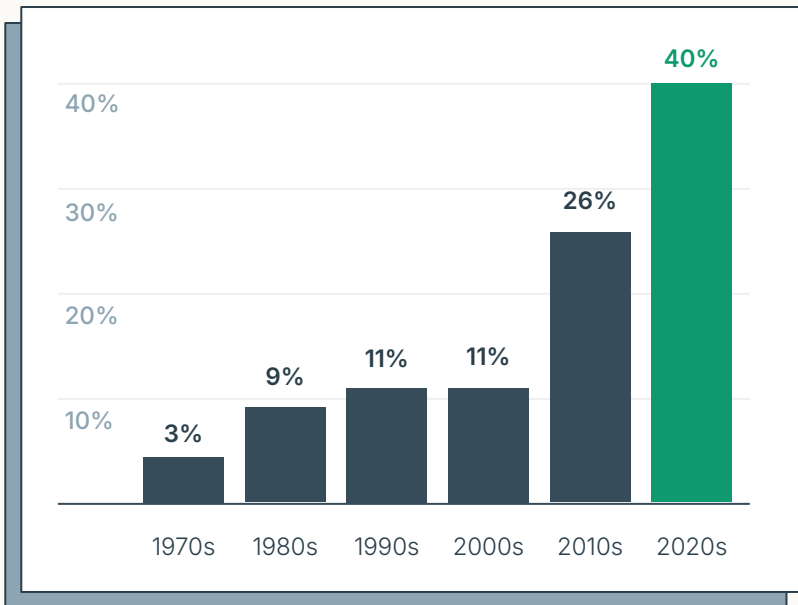


PARTICIPANTS • ABOUT

117 initiatives voluntarily completed the Pointing to Progress survey (compared to 121 in 2024).

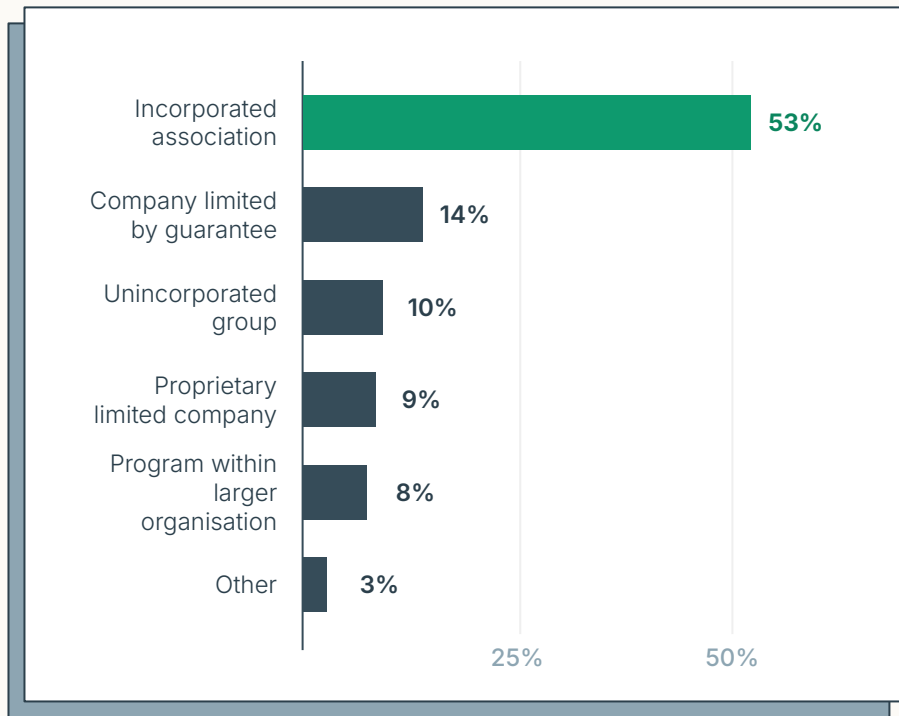
Year founded

66% of initiatives were founded since 2010.



Initiative type

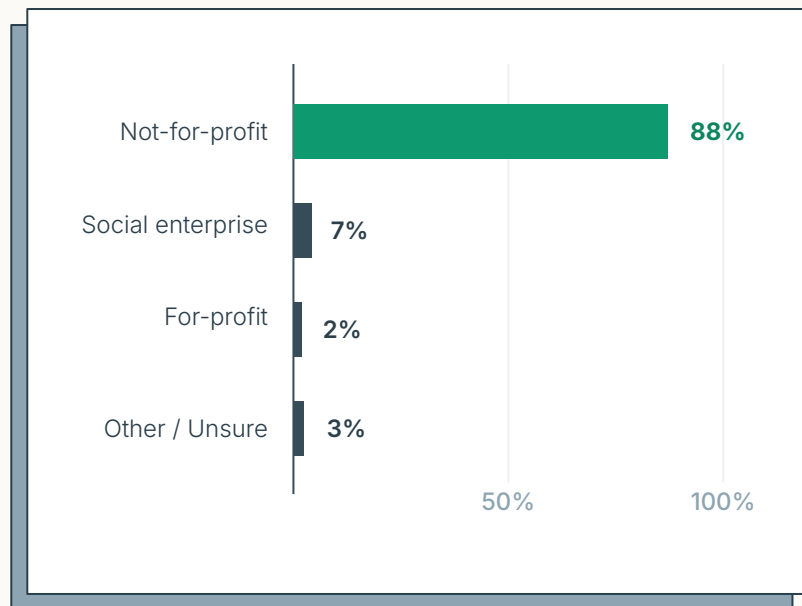
A **majority** of initiatives are incorporated associations.



PARTICIPANTS • STRUCTURE

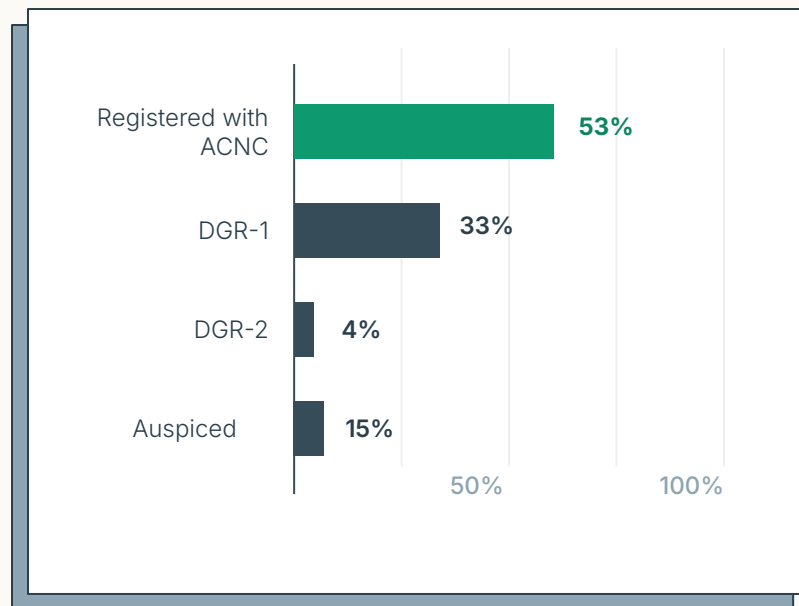
Operating model

The **vast majority** of initiatives operate as not-for-profits.



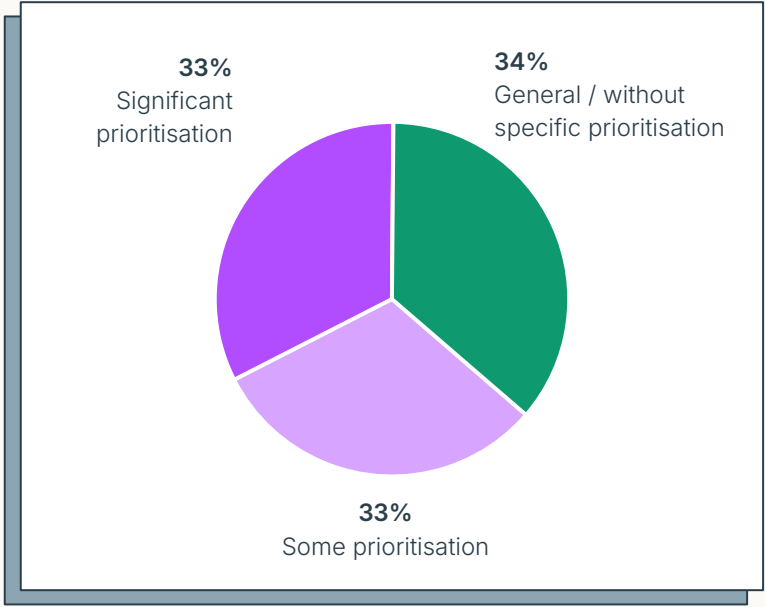
ACNC, DGR, and Auspicing

A **slight majority** are registered with the Australian Charities and Not-for-profits Commission, about **one-third** have Deductible Gift Recipient (DGR) endorsement, and a **small minority** are auspiced.



PARTICIPANTS • FOCUS

One-third of initiatives have a broad focus on serving LGBTQIA+ generally / without prioritisation, while two-thirds prioritise communities in some way. Trans, gender-diverse, or non-binary communities were the most commonly prioritised.



Transgender, gender-diverse, or non-binary	36%
Lesbian	19%
Gay men	15%
Young people	15%
Bisexual or pansexual	11%
People with disability	11%
First Nations	9%
Ethnically or racially marginalised communities	9%
People in regional or remote areas	9%
Intersex	8%
Older people	7%
Migrants, refugees, or forcibly displaced people	7%
People experiencing economic disadvantage	7%
Other	6%
Culturally or linguistically marginalised	5%
Asexual or aromantic	3%



PARTICIPANTS • WORK

The sector's work spans a broad range of issue areas, although **community connection**, **advocacy and policy**, and **arts and culture** are the most common. Despite working across diverse issue areas, organisations describe remarkably similar goals. About **11%** offer services in languages other than English.

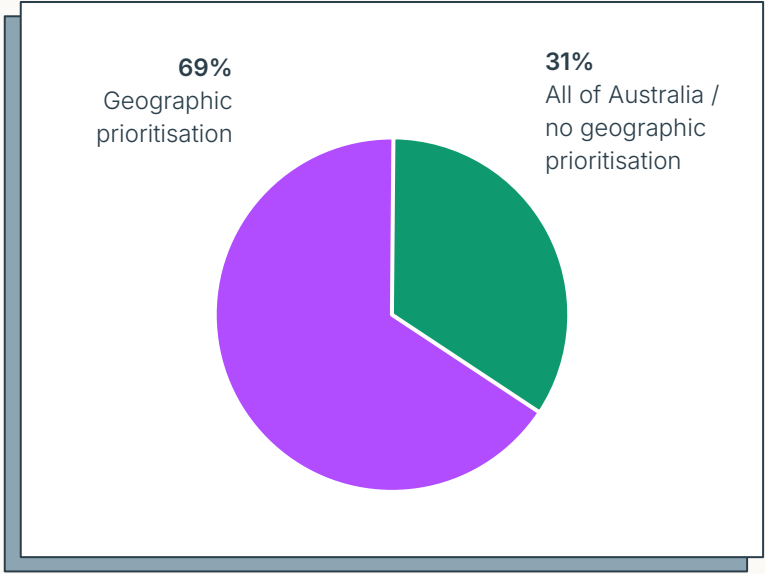
Community connection	68%
Advocacy and policy	40%
Arts and culture	34%
Mental health	31%
Education and training	28%
Age-specific services	19%
Sport and recreation	18%
Disability	15%
Physical health	11%
Employment and economic participation	9%

Family and domestic violence	8%
Sector funding and capacity building	8%
Media and communications	7%
Multicultural and/or migration support	7%
Legal	6%
Alcohol and other drugs	4%
Housing and homelessness	3%
Faith and spirituality	2%
Other	14%



PARTICIPANTS • GEOGRAPHY

One-third of initiatives reported a national (or geography agnostic) scope of work while **two-thirds** reported some level of prioritisation of particular communities. **Trans, gender-diverse, or non-binary** communities were the most commonly prioritised among those with a specific focus.

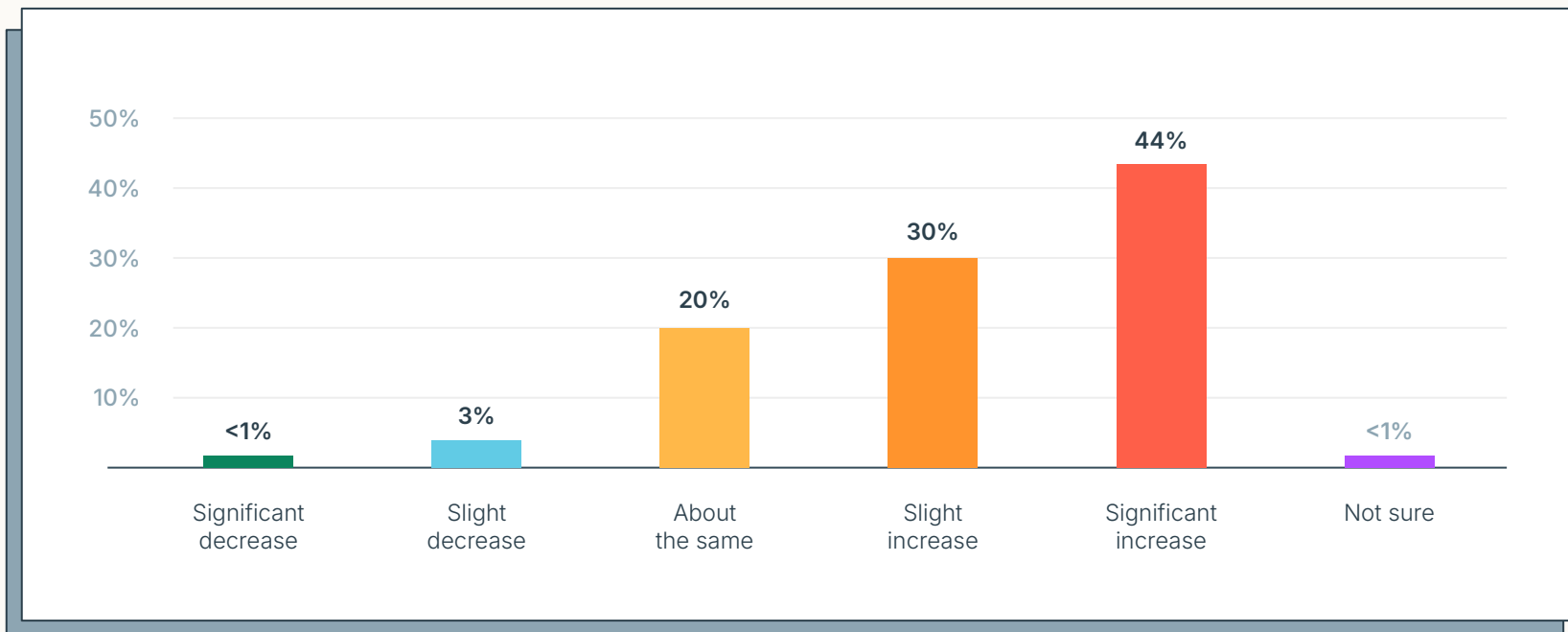


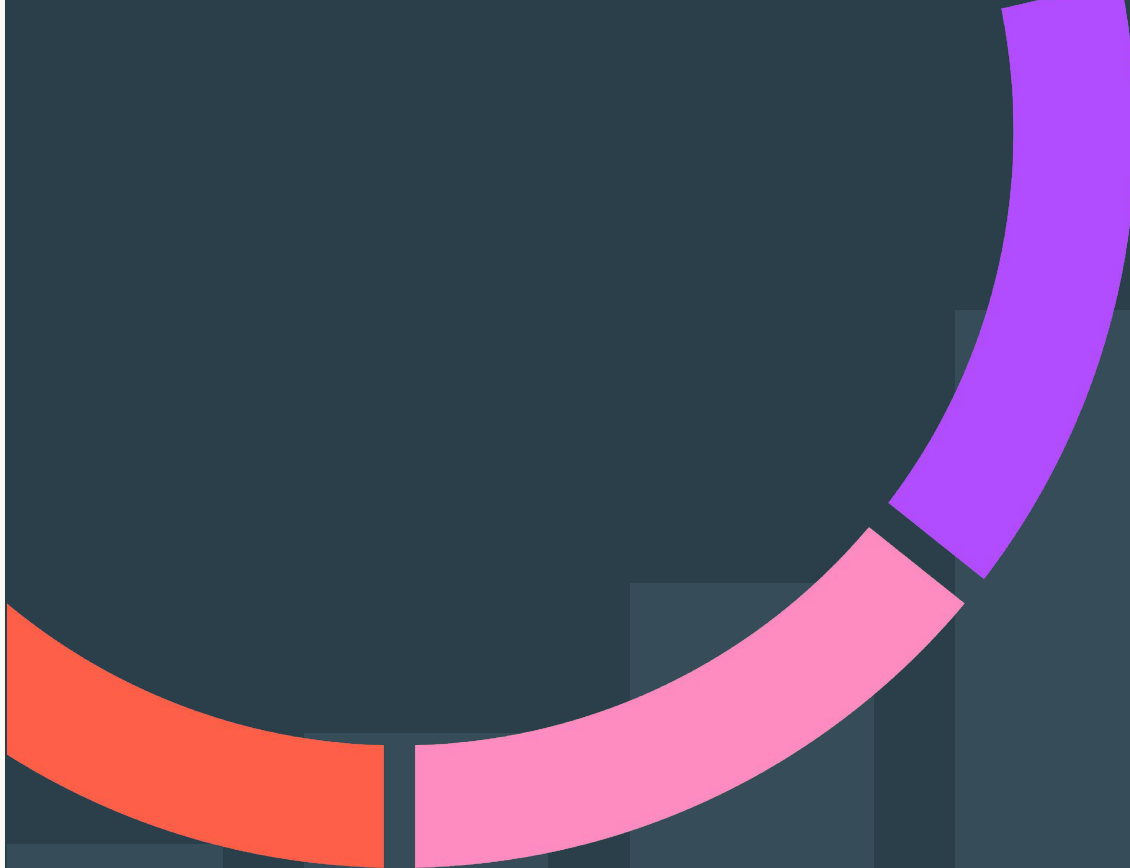
State	% vs population %
Victoria	22% (vs 26%)
New South Wales	19% (vs 32%)
Western Australia	11% (vs 10%)
Australian Capital Territory	5% (vs 2%)
Queensland	4% (vs 20%)
Tasmania	4% (vs 2%)
South Australia	3% (vs 7%)
Northern Territory	0% (vs 1%)



PARTICIPANTS • CHANGES IN DEMAND

Demand continues to grow across organisations with **three-quarters** of initiatives reporting increased demand over the past 12 months.

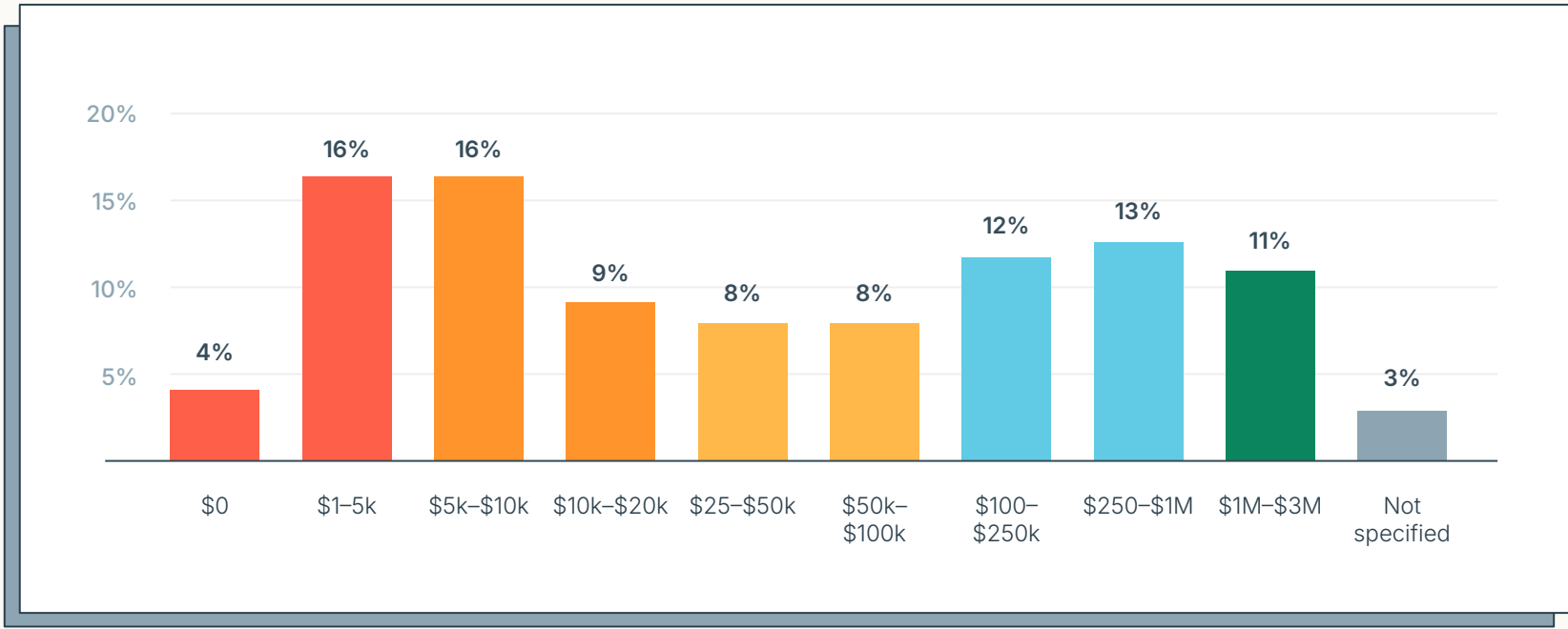




STATE OF RESOURCING

REVENUE TOTAL

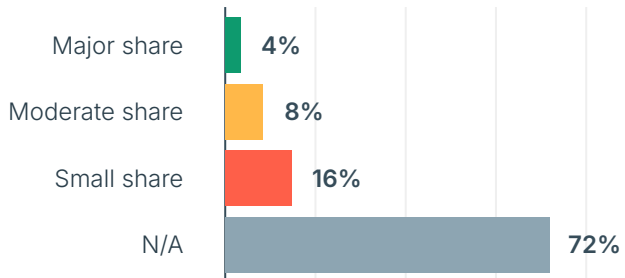
More than half of initiatives operated on a budget of less than \$50,000 last financial year.



REVENUE SOURCES

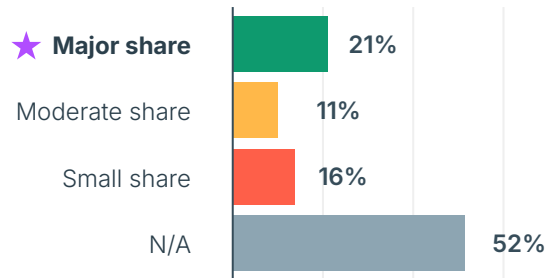
Federal Government

100%



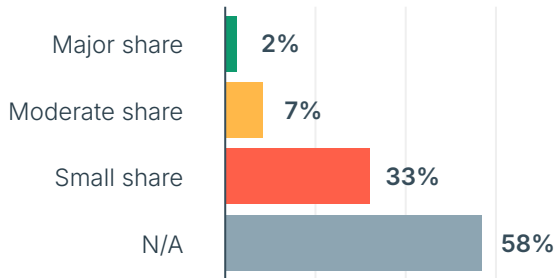
State Government

100%



Local Government

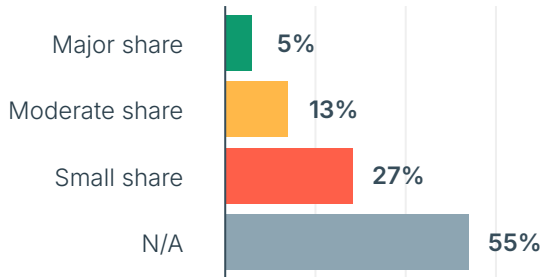
100%



REVENUE SOURCES

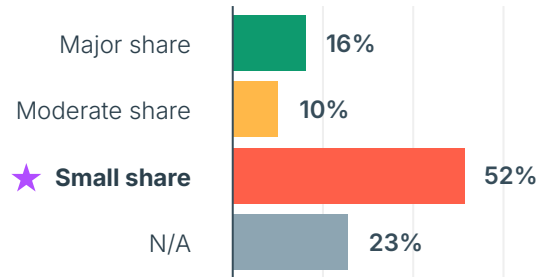
Philanthropic institutions

100%



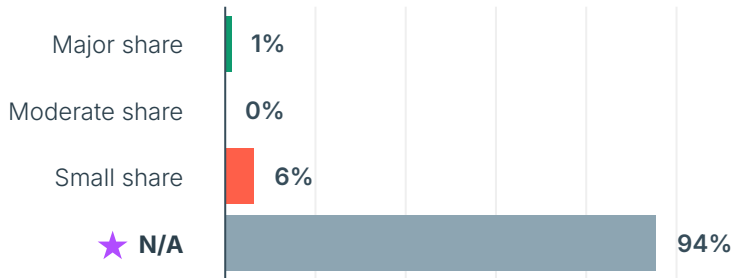
Individual / Community donors

100%



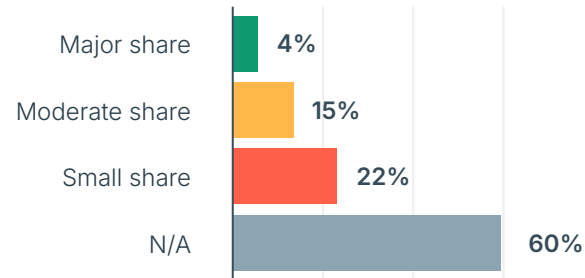
Bequests

100%



Corporate giving

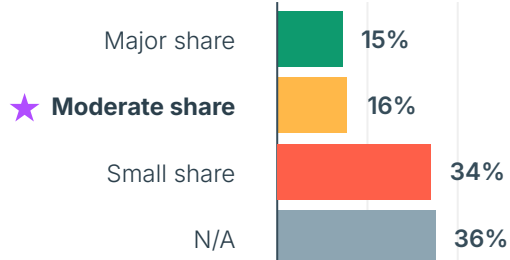
100%



REVENUE SOURCES

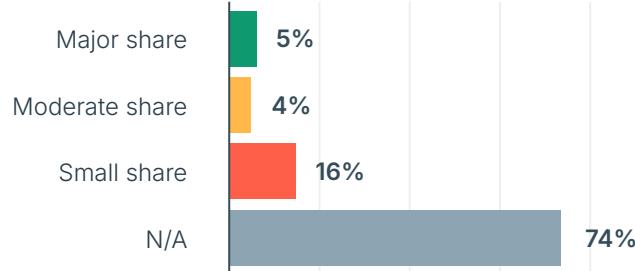
Earned / Services / Product

100%



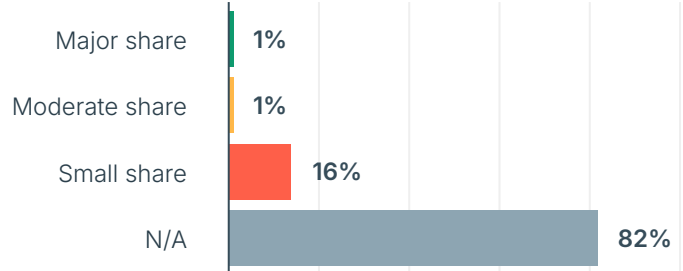
Other

100%



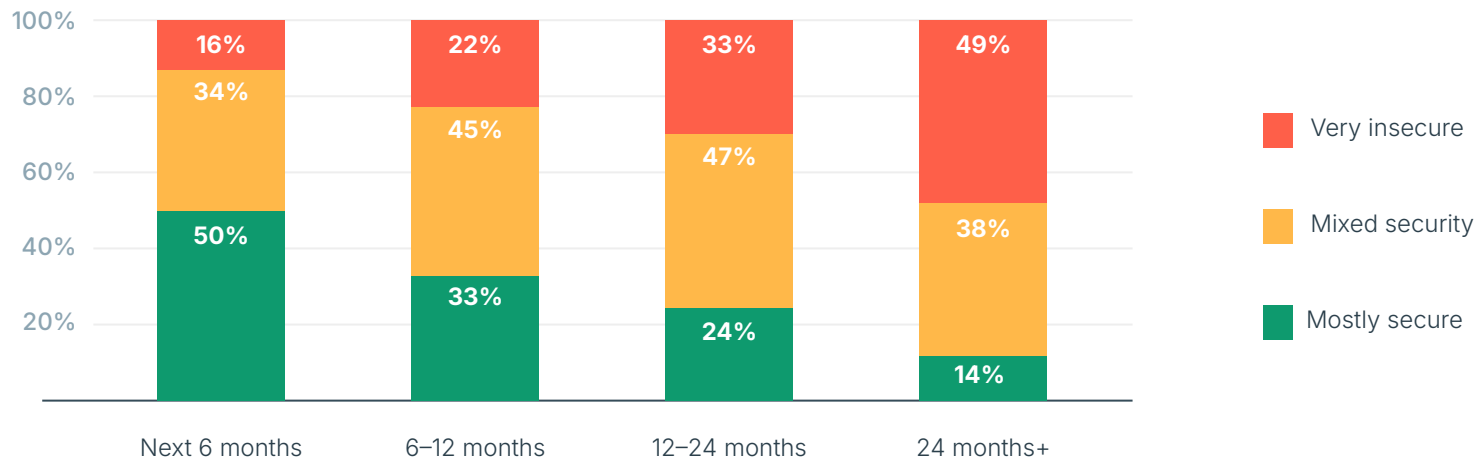
Investments

100%



FINANCIAL SECURITY

Financial **insecurity is the norm** rather than the exception, with confidence declining sharply beyond the **next six months**.



KEY BARRIERS TO REVENUE AND FUNDING

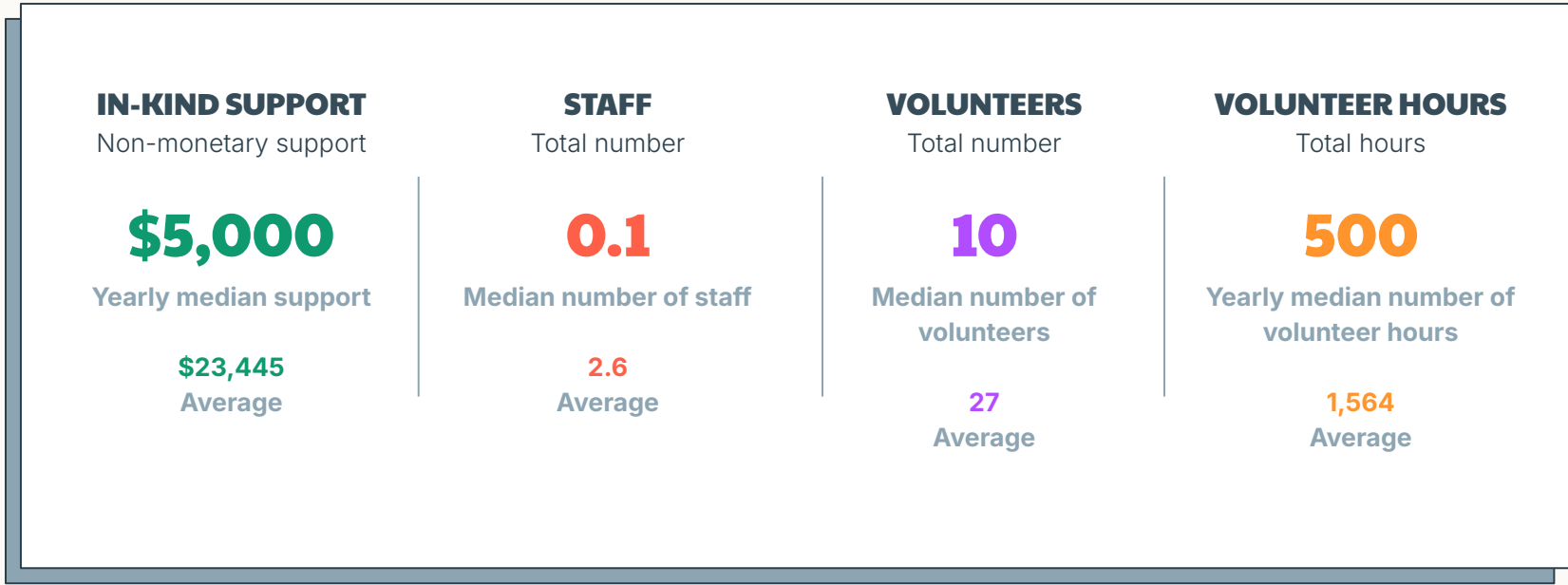
Even where funding opportunities exist, **most initiatives do not have the internal capacity** to effectively capitalise on them. Chronic under-resourcing and limited funding pools create significant barriers to long-term sustainability.

Limited time or staff capacity to pursue funding or income	83%
Funders not funding LGBTQIA+ issues	42%
Lack of relationships or networks with funders	30%
Limited skills or experience in income generation	28%
Do not have DGR status or other eligibility requirements for funding	26%
Aware of opportunities, but unsuccessful in application	18%
Unsure or unaware of opportunities	14%
Limited financial strategy	12%
Other	9%
Not applicable	3%



NON-MONETARY RESOURCES

LGBTQIA+ initiatives are delivering **significant community impact** with remarkably **limited organisational resources**, relying on volunteers and donated support to fill critical capacity gaps.



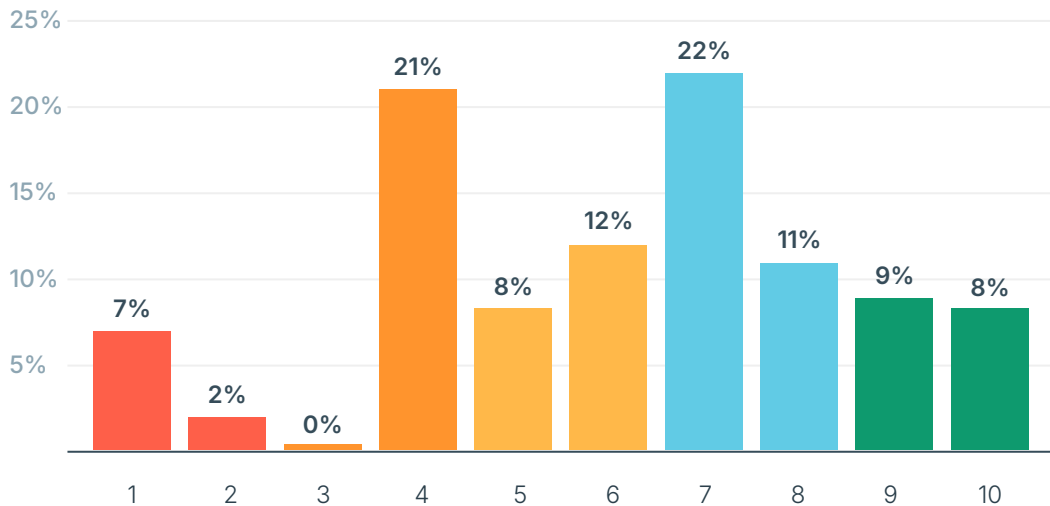
RESOURCE SUFFICIENCY vs CURRENT DELIVERY

Self-rating of resource sufficiency suggests many initiatives have **aligned their current plans with the resources available**, reporting moderate confidence in delivering current priorities.

AVERAGE SELF-RATING

(Scale 1–10)

6.1





UNDERSTANDING CAPACITY

CAPACITY AREAS

Pointing to Progress examines seven domains of capacity that underpin the success of any initiative or organisation:



1 · Impact and evaluation

How an initiative understands, measures, and reports on its work, and the outcomes its creating in the world.



2 · Business and governance

How an initiative understands and approaches strategy, risk, decision making, goal-setting, finances, and organisational sustainability.



3 · User and ecosystem

How an initiative understands its context and how it addresses the needs of all stakeholders, including clients, beneficiaries, supporters, and funders.



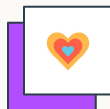
4 · Branding and communications

How an initiative communicates itself, its work, and its values to internal and external stakeholders—and how this builds a community around the initiative.



5 · Systems and processes

How an initiative uses policies, procedures, tools, systems, and technology to sustain and fortify its work.



6 · People and culture

How an initiative fosters a culturally safe, inclusive, and supportive environment for all stakeholders, while ensuring the right roles are held by the right people at the right time.



7 · LGBTQIA+ perspectives and lived experienced

How an initiative understands and safely supports the diverse and intersectional needs of all LGBTQIA+ individuals and communities.

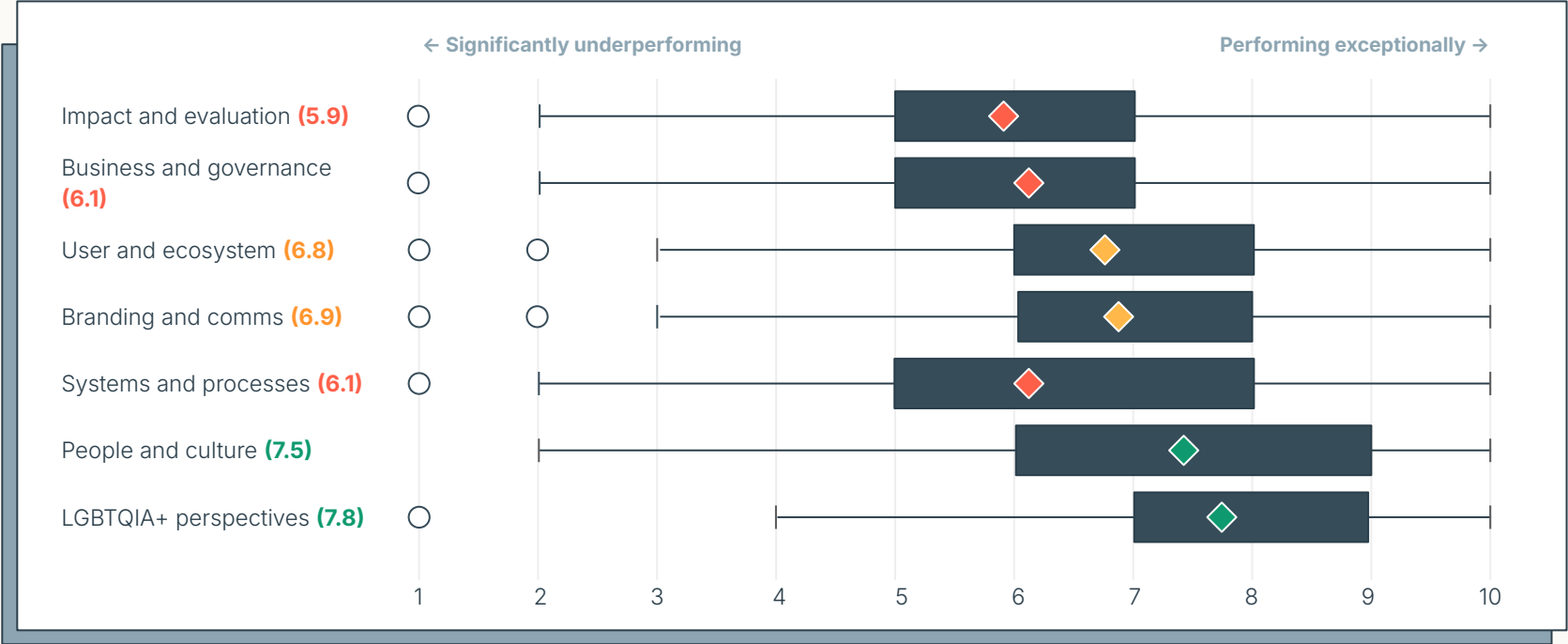


OVERALL CAPACITY

Below shows initiatives' overall self-rated performance across the capacity domains.

Impact and evaluation averaged **weakest**, and LGBTQIA+ perspectives averaged **strongest**.

◆ Average





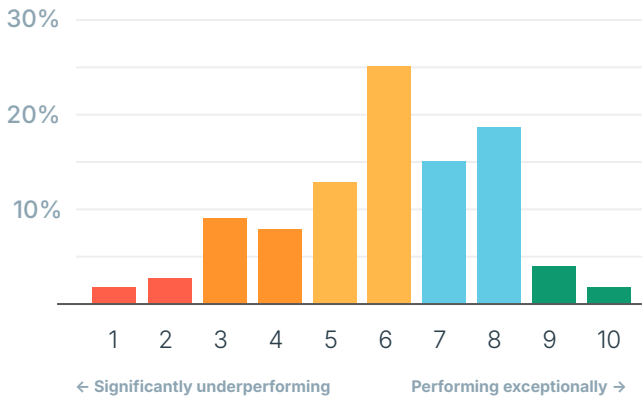
DOMAIN 1 • IMPACT AND EVALUATION



**AVERAGE
SELF-RATING**

5.9

Scale 1–10



KEY NEEDS

Build Impact Frameworks

Define outcomes, establish meaningful indicators, and develop frameworks that clearly demonstrate the impact of programs, services, events, and advocacy.

Strengthen Data Practices

Improve data collection, storage, analysis, integration, and reporting through better systems, tools, and processes.

Increase Evaluation Capacity

Access dedicated resourcing, training, specialist expertise, and practical support to embed evaluation into day-to-day operations.

Measure Long-Term Change

Develop approaches to capture outcomes such as wellbeing, belonging, community connection, cultural change, leadership development, and advocacy impact over time.



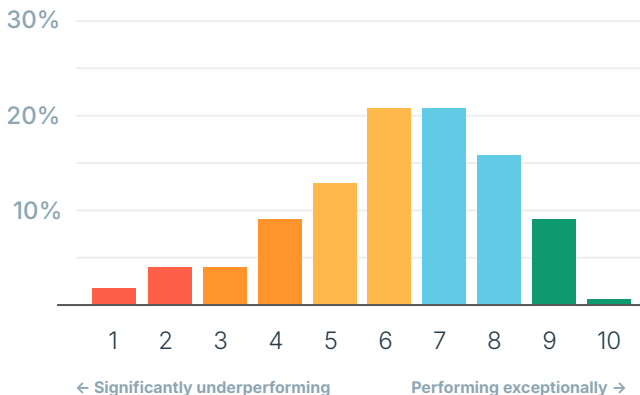
DOMAIN 2 • BUSINESS AND GOVERNANCE



**AVERAGE
SELF-RATING**

Scale 1–10

6.1



KEY NEEDS

Strengthen Financial Sustainability

Develop diversified income streams, fundraising strategies, donor engagement approaches, and longer-term financial planning to reduce reliance on single funding sources.

Build Governance Capability

Strengthen board effectiveness, governance frameworks, policies, risk management practices, succession planning, and growth.

Develop Strategic Planning

Establish clearer organisational strategies, business plans, growth pathways, and decision-making frameworks that align day-to-day operations with long-term goals.

Increase Organisational Capacity

Access staff, volunteers, systems, and specialist expertise needed to implement governance, fundraising, compliance, and organisational development priorities.



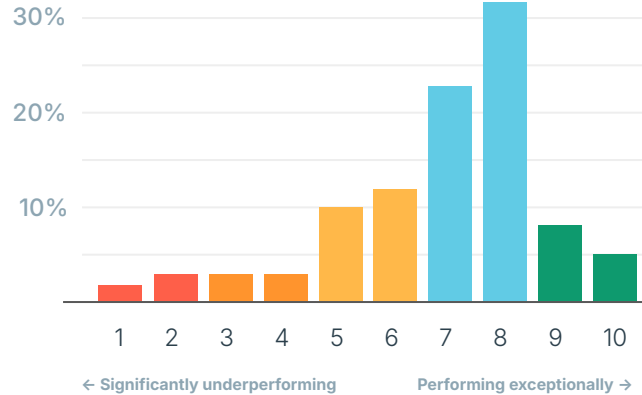
DOMAIN 3 • USER AND ECOSYSTEM



AVERAGE SELF-RATING

Scale 1–10

6.8



KEY NEEDS

Strengthen Partnerships and Collaboration

Build stronger relationships with peer organisations, funders, businesses, government, and other stakeholders to increase reach, influence, and sustainability.

Expand Community Reach

Reach underrepresented, regional, intersectional, culturally diverse, and harder-to-engage communities through targeted outreach, engagement, and relationship-building.

Deepen Community Understanding

Develop more structured approaches to community consultation, feedback, co-design, stakeholder mapping, and user research.

Increase Engagement Capacity

Invest in the people, systems, communications, and resources needed to sustain meaningful relationships, outreach activities, and ecosystem engagement over time.

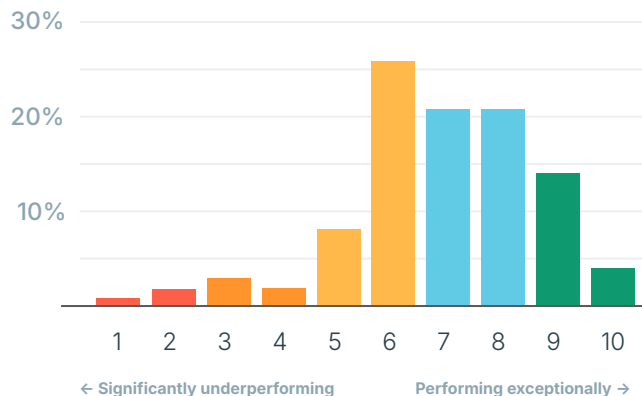
DOMAIN 4 • BRANDING AND COMMUNICATIONS



AVERAGE SELF-RATING

Scale 1-10

6.9



KEY NEEDS

Strengthen Communications Strategy

Develop clearer messaging, content planning, and communications approaches that align brand, audience engagement, fundraising, and organisational goals.

Improve Digital Presence

Upgrade websites, social media, newsletters, and owned communication channels to increase visibility, accessibility, and reach.

Tell Impact Stories

Better communicate community impact, participant stories, outcomes, and value to funders, partners, supporters, and broader audiences.

Increase Communications Capacity

Access dedicated staff, volunteers, specialist expertise, and practical tools to sustain consistent, high-quality branding and communications.



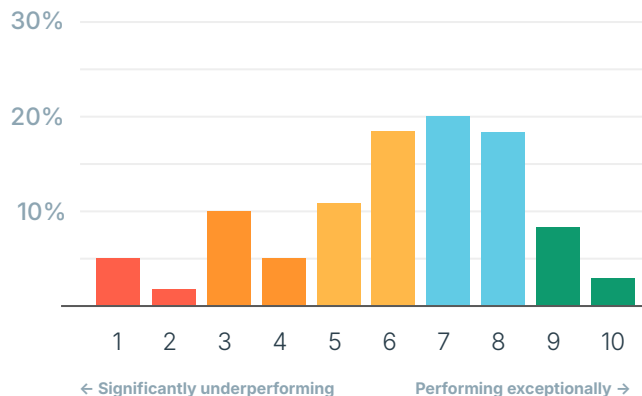
DOMAIN 5 • SYSTEMS AND PROCESSES



**AVERAGE
SELF-RATING**

Scale 1-10

6.1



KEY NEEDS

Develop Policies and Procedures

Create, document, and maintain fit-for-purpose policies, procedures, standard operating procedures, and governance documentation to reduce reliance on informal practices.

Improve Operational Systems

Implement clearer workflows, operational processes, and knowledge management systems that improve efficiency, consistency, and continuity.

Strengthen Technology and Automation

Adopt fit-for-purpose technology, CRM platforms, automation, AI tools, and system integrations that reduce administrative burden.

Build Implementation Capacity

Access the time, expertise, training, and dedicated resourcing needed to embed, maintain, and continuously improve systems and processes.



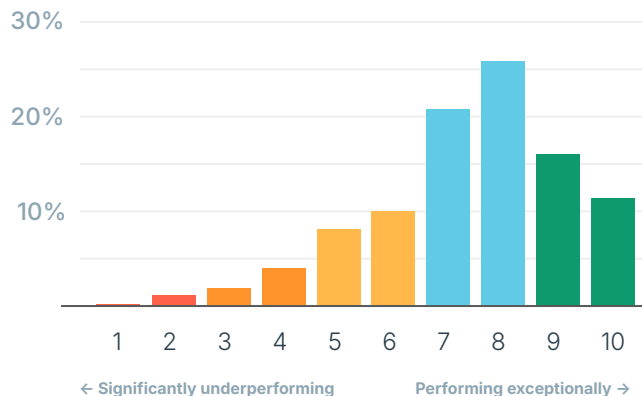
DOMAIN 6 • PEOPLE AND CULTURE



AVERAGE SELF-RATING

Scale 1–10

7.5



KEY NEEDS

Sustain Volunteers and Staff

Support wellbeing, reduce burnout, and create more sustainable workloads for staff, volunteers, committees, and community leaders.

Clarify Roles and Structures

Define roles, responsibilities, onboarding, supervision, and succession pathways so work is less reliant on a small number of people.

Build Skills and Capability

Provide training, mentoring, professional development, and specialist support to strengthen leadership, cultural safety, governance, and delivery capability.

Resource Key People

Fund paid roles, supervision, facilitation, coordination, and specialist expertise so community-led work is not dependent on unpaid or underpaid labour.



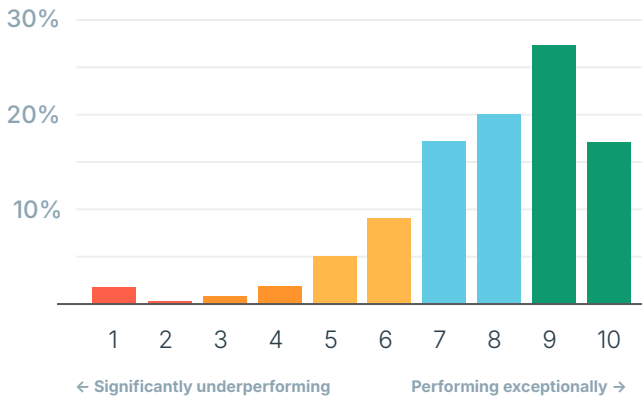
DOMAIN 7 • LGBTQIA+ PERSPECTIVES AND LIVED EXPERIENCE



**AVERAGE
SELF-RATING**

7.8

Scale 1–10



KEY NEEDS

Strengthen Intersectional Representation

Increase engagement, leadership, and visibility of underrepresented communities across LGBTQIA+ communities.

Embed Lived Experience and Co-Design

Ensure diverse lived experience meaningfully shapes governance, decision-making, program design, and evaluation.

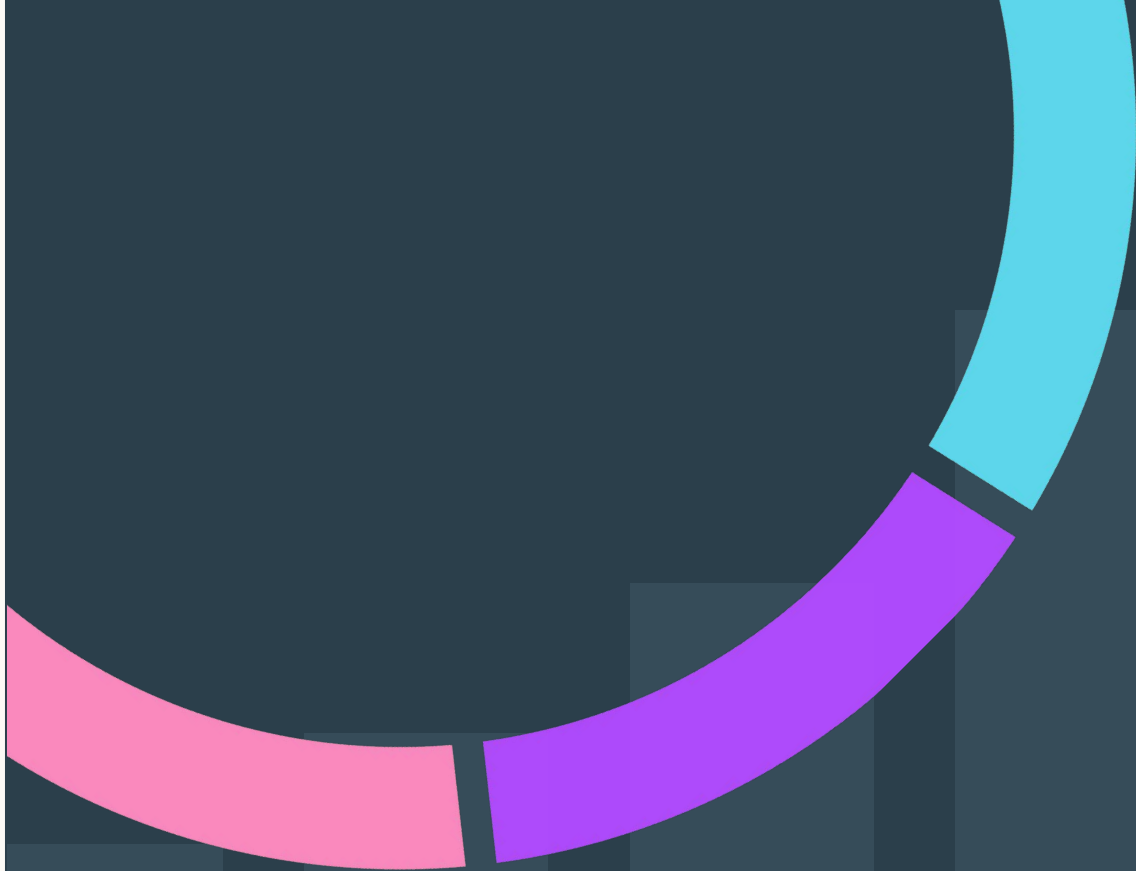
Build Inclusive Practice and Accessibility

Strengthen accessibility, cultural safety, trauma-informed practice, and inclusive policies, systems, and capabilities.

Resource Meaningful Inclusion

Secure the funding, partnerships, capacity, and expertise required to sustain intersectional and community-led practice.

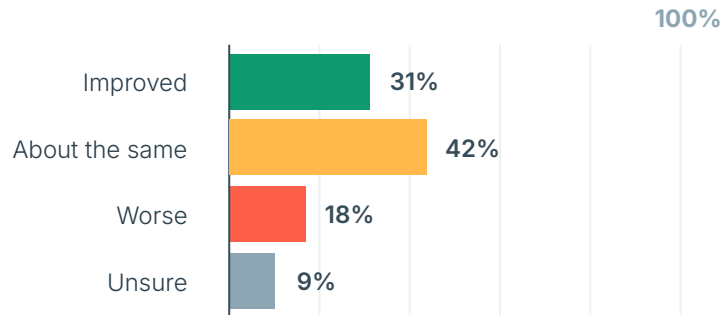




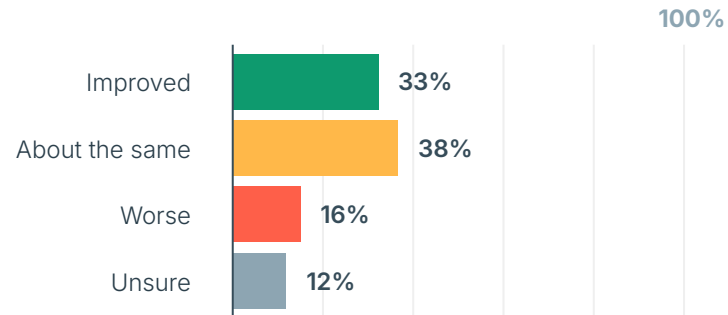
A SHIFTING CONTEXT

COMPARED TO TWO YEARS AGO

Availability of quality talent in the sector



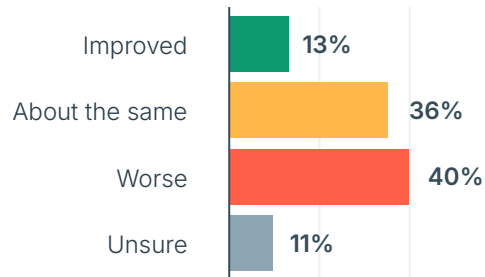
Opportunities to collaborate across the sector



COMPARED TO TWO YEARS AGO

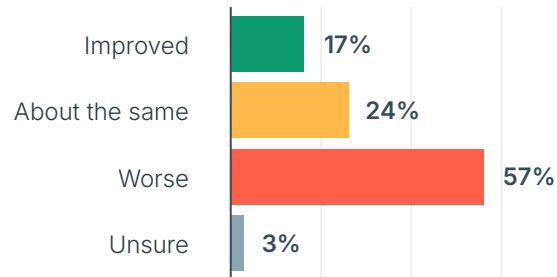
Policy and political landscape

100%



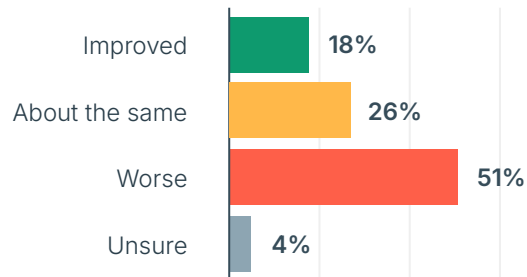
Public attitudes towards LGBTQIA+ people

100%



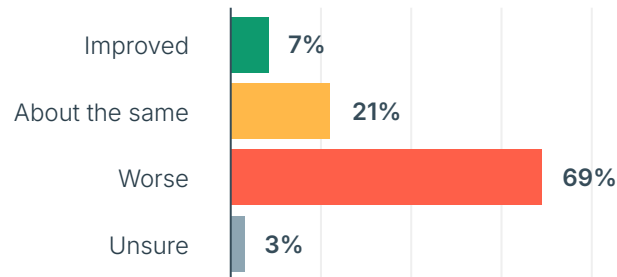
Media coverage of LGBTQIA+ issues

100%



Social safety for LGBTQIA+ people

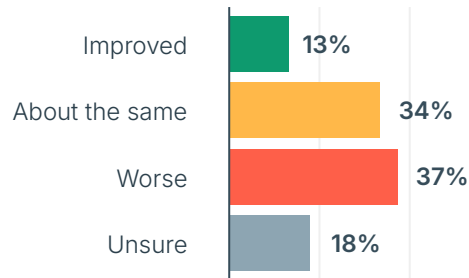
100%



COMPARED TO TWO YEARS AGO

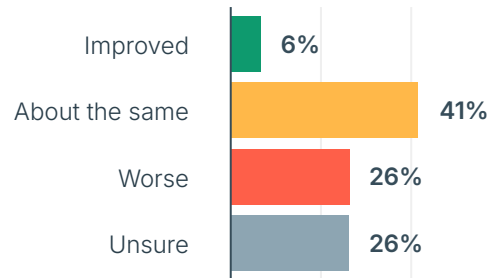
Government funding availability

100%



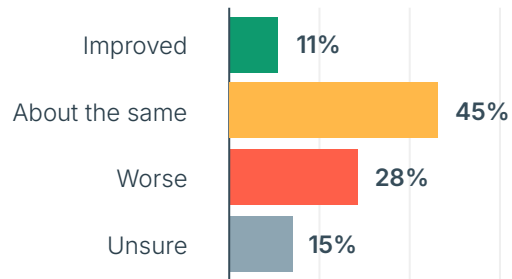
Philanthropic funding availability

100%



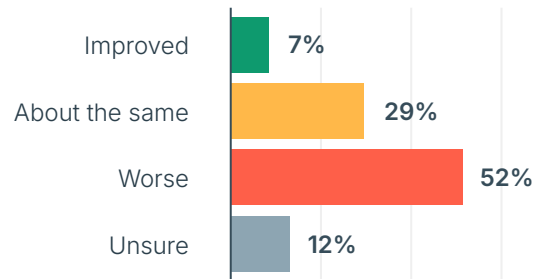
Individual donations

100%



Corporate support

100%





THE JOURNEY AHEAD

CURRENT STRATEGIC PRIORITIES

Initiatives were asked to share their strategic priorities for the next 12 months. Key themes include:

Theme	Typical examples
Financial sustainability and funding	Secure multi-year funding, diversify income, sponsorship, philanthropy, reduce reliance on grants, financial stability.
Community growth and engagement	Grow membership, increase participation, expand reach, strengthen partnerships, improve visibility, deepen community connection.
Organisational capacity and sustainability	Increase staffing, reduce volunteer burnout, recruit volunteers, build leadership, succession planning.
Systems, governance, and infrastructure	Policies, procedures, CRM systems, impact measurement, operational frameworks, governance improvements.
Program delivery and expansion	Deliver core programs, expand services, launch new initiatives, increase accessibility, reach new audiences.



CURRENT CHALLENGES

Initiatives were asked to share the top challenges they expect to face over the next 12 months. Key themes include:

Theme	Typical examples
Funding and financial sustainability	Lack of funding, short-term grants, revenue diversification, sponsorship, financial instability, rising costs.
Capacity, staffing, and volunteer burnout	Small teams, volunteer dependence, staff shortages, founder reliance, burnout, limited time.
External environment and barriers	Political hostility, stigma, discrimination, difficult funding environment, competition, regional challenges.
Community reach and engagement	Visibility, audience development, reaching isolated or underrepresented communities.
Systems, governance, and organisational maturity	Policies, procedures, evaluation, infrastructure, governance, operational systems.



KEY STRENGTHS

Initiatives were asked to share the key strengths that will support their work over the next 12 months. Key themes include:

Theme	Typical examples
Community trust, relationships, and reputation	Trusted community presence, strong relationships, respected brand, long history, credibility.
Lived experience and community connection	Community-led, lived experience leadership, authentic understanding of LGBTQIA+ communities.
Passionate people and volunteers	Dedicated staff, committed volunteers, strong leadership, resilient teams.
Safe, inclusive, and welcoming culture	Cultural safety, belonging, inclusion, affirming environments, community connection.
Program quality and delivery capability	Strong services, unique programs, proven outcomes, ability to deliver despite limited resources.



WHAT WOULD BE MOST HELPFUL

Initiatives were asked to share what would be most useful to them over the next 12 months. Key themes include:

Theme	Typical examples
Flexible funding and core capacity	Multi-year operational funding, paid coordinators, staffing, core costs, venue security, program delivery funding.
Fundraising and income development	Introductions to funders, grant support, donor strategy, corporate partnerships, sponsorships, diversified revenue.
Systems and organisational development	Governance, policies, procedures, strategy, CRM, SharePoint, automation, evaluation, operational infrastructure.
Skilled people and specialist expertise	Volunteer coordination, business management, marketing, IT support, evaluation partners, facilitation, mentoring.
Outreach and partnerships	Warm introductions, community engagement support, regional reach, partnerships, visibility, advocacy connections.





WHAT YOU CAN DO

CALL TO ACTION



GOVERNMENT AND POLICY MAKERS

Strong LGBTQIA+ communities require strong, sustainable organisations.

WHAT YOU NEED TO KNOW

1. The sector is doing more with too little

LGBTQIA+ initiatives continue to deliver significant impact despite limited and insecure resources.

2. Short-term funding creates long-term problems

Uncertain funding makes it difficult to retain staff, build capability, and plan for the future.

3. The policy environment matters

Public debate and policy settings influence community wellbeing, demand for services, and the capacity of initiatives to respond.

WHAT YOU CAN DO

1. Fund for sustainability

Support operational costs, workforce development, and organisational capacity, not just projects.

2. Design funding with the sector

Reduce unnecessary administrative burden and involve LGBTQIA+ communities in designing funding programs.

3. Help foster a safer environment

Lead respectful, evidence-informed conversations that strengthen social cohesion and reduce harm.



CALL TO ACTION



PHILANTHROPY

Flexible funding creates stronger organisations and better outcomes.

WHAT YOU NEED TO KNOW

1. Funding alone isn't enough

Initiatives also need stronger systems, leadership, governance, and skills.

2. Trust builds stronger organisations

Flexible funding gives initiatives the confidence to plan, innovate, and respond to community need.

3. Small grants can create lasting change

Investments in organisational capacity have benefits well beyond a single project.

WHAT YOU CAN DO

1. Invest beyond programs

Support the infrastructure that allows organisations to thrive.

2. Back organisations for the long term

Provide multi-year, untied funding wherever possible.

3. Build relationships, not transactions

Listen, learn, and co-design alongside the communities you fund.



CALL TO ACTION



BUSINESSES AND CORPORATES

Valuable partnerships extend beyond financial support.

WHAT YOU NEED TO KNOW

1. The sector needs more than donations

Skills, networks, technology, and professional expertise are all in demand.

2. Inclusion requires ongoing commitment

Support throughout the year has greater impact than one-off Pride campaigns.

3. Your influence matters

Businesses help shape workplace culture, public attitudes, and community confidence.

WHAT YOU CAN DO

1. Offer expertise

Offer pro bono expertise, mentoring, technology, or professional services.

2. Build genuine partnerships

Work alongside LGBTQIA+ initiatives to create long-term impact.

3. Lead by example—especially during tough times

Stand with LGBTQIA+ communities through your policies, communications, and leadership.



CALL TO ACTION



MEDIA

The stories we tell shape the communities we build.

WHAT YOU NEED TO KNOW

1. The story is bigger than Pride

LGBTQIA+ initiatives work year-round to strengthen communities across Australia.

2. Headlines shape lived experience

The way LGBTQIA+ issues are reported can influence community wellbeing and demand for support.

3. The sector has valuable expertise

Community organisations hold deep knowledge that can strengthen public reporting.

WHAT YOU CAN DO

1. Report with context

Move beyond conflict to explain the broader issues affecting LGBTQIA+ communities.

2. Amplify diverse voices

Include perspectives from a broad range of communities and organisations.

3. Inform, don't inflame

Challenge misinformation and support respectful, evidence-based public discussion.



CALL TO ACTION



THE LGBTQIA+ SECTOR

The future of the sector will be built together.

WHAT YOU NEED TO KNOW

1. You're not alone

Many initiatives face similar challenges around funding, volunteers, and organisational capacity.

2. Collaboration is a strength

Sharing knowledge and working together can reduce duplication and strengthen impact.

3. Your work matters

Despite limited resources, LGBTQIA+ initiatives continue to make an extraordinary difference.

WHAT YOU CAN DO

1. Share what works

Exchange ideas, tools, and lessons across the sector.

2. Invest in your foundations

Prioritise governance, systems, leadership, and evaluation alongside service delivery.

3. Tell your story

Collect evidence and share impact to strengthen advocacy and attract support.



CALL TO ACTION



YOU! YES, YOU!

Small actions, multiplied across many people, create lasting change.

WHAT YOU NEED TO KNOW

1. Every contribution counts

LGBTQIA+ initiatives heavily rely on individual supporters to keep their work going.

2. Community builds resilience

Connection, volunteering, and advocacy all strengthen the sector.

3. Visibility matters

Public support helps create safer, more inclusive communities.

WHAT YOU CAN DO

1. Support local initiatives

Donate, volunteer, attend events, or become a regular supporter through cash or assets.

2. Use your voice

Challenge misinformation and advocate for LGBTQIA+ folk in your own communities.

3. Share the work

Help more people discover the organisations making a difference.



AREAS WE'LL EXPLORE

The Pointing to Progress survey captures far more information than can be explored in a single report.

Over the coming months, Pride by Side plans to undertake further analysis to better understand the relationships, patterns, and stories within the data.

Have a question you'd like us to explore? We'd love to hear it.

Financial resilience

What contributes to financial confidence and long-term sustainability? How do different funding models influence organisational resilience and perceived security?

Organisational growth and maturity

How do organisations evolve over time? Are there common stages of organisational development, and what capabilities tend to emerge as organisations grow?

What drives organisational capacity? Which organisational characteristics appear to be most closely associated with stronger capacity? Does size matter most, or are factors such as staffing, funding diversity, governance, or age more influential?

Learning from outliers

Which organisations appear to be performing exceptionally well despite limited resources, and what can the broader sector learn from their approaches?

Different paths, different challenges

Do organisations focused on different communities, issue areas, or regions experience different capacity strengths, challenges, or support needs?

Capacity profiles

Can organisations be grouped into common capacity profiles? For example, are there recognisable patterns among volunteer-led organisations, emerging initiatives, or more established organisations?

Connections between capabilities

Do strengths in one area tend to support strengths in another? For example, does stronger governance relate to greater financial confidence, better impact measurement, or increased organisational resilience?





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