

Strategic Plan 2022–2025

 Intertwine

Our vision

Communities, organisations and services that are *inclusive & just*, in a *participatory society* where all people have *health, wellbeing, representation & self-determination*.



intertwine envisages a progressive society which is truly inclusive — where people from all walks of life, sexualities, ethnicities, genders and abilities can work creatively, collaboratively and courageously together to transform our society into one where all can thrive.

Our purpose is to eliminate marginalisation and oppression through dismantling systemic power structures. We do this through education, engaging and connecting diverse communities and organisations and fostering resilience, intersectional inclusion and self-empowerment

intertwine takes a primary prevention approach to help organisations understand the underlying drivers of violence and that creating the circumstances for gender equity, cultural and racial justice, freedom of sexuality and gender identity and a social model of disability will result in a society with lower rates of harm by others and lower rates of self-harm by those affected.

intertwine is a privately held not-for-profit company registered as a charity with the ACNC and listed on the Register of Harm Prevention Charities with the Department of Social Security.

Our values

Integrity

We walk the talk. We are trustworthy and fair. We operate with transparency. We pay speakers, staff, interns and participants in research projects. We respect the autonomy of the communities and individuals we work with. We declare our privilege and use it to be visible allies. We acknowledge the stolen lands on which we work. We name our intersecting identities in the interests of collective resistance.

Inclusion

Our fundamental maxim is 'nothing about us without us'. We strive for social justice. We collaborate and wherever possible, centre marginalised voices. We operate through consensus. We recognise lived and living experience as authority. Our community of staff, Board and advisors with living experience guides our strategy. We create mentor positions for younger and less experienced staff in all of our projects and work.

Transformation

We believe that all people have the capacity to change for the better. We believe that conversations and training can create culture shift within organisations and across society. We believe that eliminating structural barriers will create space for all people to participate in a vibrant and fulfilling life.

Our goals



Engage

intertwine aims to partner with other organisations to create powerful alliances to achieve our purpose. We will run conferences, communities of practice and networking opportunities to enable others to share their experiences of structural change, and we aim to commence targeted colloquys to enable information sharing on particular topics.



Educate

intertwine will run training sessions, conferences, and organisational evaluation to improve the understanding and implementation of intersectional approaches to diversity and inclusion. We will host speaking opportunities centring marginalised and intersectional voices. We will create resources for others to share the knowledge we have learned.



Grow

intertwine will seek funding to pay staff and deliver projects. We seek to expand and further diversify the Board. We will seek project grants to produce research and advocacy, and improve our marketing to raise our profile. We will run fundraising events and connect with philanthropic donors.

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We acknowledge the custodians of Country and their enduring sovereignty of land, sea, sky, and community. We note that this strategy is being created on the colonised land of the Wurundjeri people of the Kulin Nation and that sovereignty was never ceded. We honour the Elders past and present, pay respects to emerging leaders and bear witness to the diversity, strength, and resilience of First Nations people everywhere.

The logo for Intertwine features a stylized white knot or infinity symbol on the left, followed by the word "intertwine" in a white, lowercase, cursive script font.