



strategic plan 2025–2028

Intertwine

Our vision

A thriving society which is **inclusive and just**, in which all people and communities have **representation, self-determination and wellbeing**, and can **participate in decisions** which affect them.

intertwine envisages a progressive society which is truly inclusive — where people from all walks of life, sexualities, races, ethnicities, faiths, genders and abilities can work creatively, collaboratively and courageously together supported by systems and structures that are fair, equitable and sustainable.

We educate and engage diverse communities and organisations, with a view to collectively transforming our society into one where all can thrive.

We reinvigorate connections between communities and organisations, fostering resilience, inclusion and self-empowerment. We enable the elimination of marginalisation and oppression through dismantling systemic power structures.

Our primary prevention approach helps organisations understand 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 harm reduction: lower rates of violence and improved mental health and wellbeing.

intertwine is a privately held not-for-profit company with DGR status registered as a harm-prevention charity with the ACNC.



Our values

Integrity

We walk the talk. We operate with transparency. We are trustworthy and fair. We have high ethical standards. We are accountable to our partners, participants and communities. We pay speakers, staff, interns and participants in research projects. We respect the autonomy of the communities and individuals we work with. We acknowledge the stolen lands on which we work. We declare our privilege and use it to be visible allies. We name our marginalisation 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.

Radical hope

We believe that all people have the capacity to change for the better. We call in rather than call out. We persevere in the face of setbacks. We believe that eliminating structural barriers will create space for all people to participate in a vibrant and fulfilling life. We imagine and practise new ways of living and doing. We believe that transformation is possible.



Our goals

Engage

intertwine will partner with other organisations to create powerful alliances to achieve our purpose. We will host communities of practice, networking spaces and speaking opportunities centring marginalised and intersectional voices to enable others to share their experiences of structural change, and spark discussion, curiosity and action.

Transform

intertwine will conduct training sessions, workshops and evaluations to shift cultures within organisations and society towards equity and justice. We will co-design projects with young people to implement change in their communities. We will develop guides, toolkits and resources to enable transformative intersectional action.

Grow

intertwine will seek funding to sustain our capability and deliver long-term outcomes. We seek to further diversify the Board to expand the depth and breadth of its expertise. We will seek project grants to scale up the impact we have already achieved, and improve our marketing to raise our profile and revenue. We will run fundraising events and connect with philanthropic donors whose values align with ours.



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art by Bidjara artist Sheri Skele,
accessed via Bigi Nagala/Canva

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.

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