

Strategic Plan 2020–2021

Intertwine

Our vision

Communities, organisations and services that are inclusive and just, in a participatory society where all people have opportunity, representation and access to power.

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 experience as authority. Our Lived Experience advisory panel guides our strategy. We create mentor positions for younger and less experienced staff in all of our projects and work.

Change

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 mission

To dismantle the systemic power structures that create marginalisation and oppression, through education, building bridges among communities and organisations, and fostering resilience, intersectional inclusion and empowerment

Our goals

Connect

intertwine aims to partner with other organisations to create powerful alliances to achieve our mission. We will run conferences 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.

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.

For more information, contact:

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We acknowledge the traditional custodians of Country and their enduring sovereignty of land, sea, sky, and community. We note that this strategy is being created on colonised land and that sovereignty was never ceded. We honour the Elders past, present and emerging and bear witness to their diversity, strength, and resilience.

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