

MYAN NSW Strategic Plan 2020 - 2024

Vision

Young people from multicultural backgrounds in NSW are connected, influential and valued members of Australian society.

Mission

As the state-wide multicultural youth specialist organisation in NSW, we work to provide support and expertise to ensure young people from multicultural backgrounds are able to build the skills, knowledge and networks they need to be active citizens in Australian society.

What We Value

We strongly believe that *how* we work is as important as what we do and that MYAN's ways of working embodies our values.

MYAN NSW's ways of working:

Youth Participation

We facilitate opportunities for young people to exercise their right to fully participate in the decision-making processes that affect and shape their lives.

Collaboration

We work with young people as partners, in a way that honours their culture, experiences and heritage. We work with our sector to draw on the collective experience of practitioners and believe we are always stronger together.

Diversity in all its forms

We recognise that diversity is our strength and integral to our success.

Social justice

We pursue social justice by maintaining a focus on equity, inclusion and cultural accountability.

Challenging the status quo

We are always looking for new and better ways of working. We do this through valuing learning, reflective practice and taking risks.

Recognition of First Nations Peoples

MYAN NSW staff and volunteers recognise that we live and work on the unceded lands and waters of First Nations peoples.

We recognise that culture and connection to country and community is a right for all First Nations young people. We strive to provide a culturally safe place for them within our organisation and our community.

We acknowledge that our work to promote the human rights of young people from multicultural backgrounds cannot be at odds with the struggle for First Nations rights, recognition of sovereignty and reconciliation.

We support a process of agreement-making between governments and First Nations peoples and truth-telling about our history.

Our National Network

MYAN NSW contributes to a nationally coordinated approach to policy and advocacy on multicultural youth issues through our partnership with [MYAN Australia](#) and our affiliated state/territory organisations and networks.

Strategic Outcomes

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| <p>1. Young people from multicultural backgrounds have the skills, knowledge and networks they need to be active participants in society.</p> | <p>2. Our sector works effectively and collaboratively to build on the strengths and responds to the needs of young people from multicultural backgrounds.</p> | <p>3. Public policy is inclusive of young people from multicultural backgrounds and takes into consideration their strengths, needs and interests.</p> | <p>4. MYAN NSW is a trusted and sustainable organisation driven by the principles of social justice.</p> |
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Strategic Objectives

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| <p>1.1 Deliver well designed, implemented and evaluated support that contributes to positive settlement outcomes and active citizenship of young people from multicultural backgrounds.</p> | <p>2.1 Provide opportunities to build relationships, collaborate, share ideas and practice and participate in the development of solutions.</p> | <p>3.1 Provide opportunities for young people from multicultural backgrounds to influence decision makers and public policy.</p> | <p>4.1 Build trusting, respectful and productive relationships with stakeholders and decision makers.</p> |
| <p>1.2 Work with young people from multicultural backgrounds to ensure our services effectively respond to their strengths, needs and interests.</p> | <p>2.2 Provide accessible, high-quality, evidence-based professional development and training.</p> | <p>3.2 Engage in opportunities to influence public policy and ensure the voices of young people from multicultural backgrounds and the sector are amplified.</p> | <p>4.2 Collaborate with other agencies who share our values and vision.</p> |
| <p>1.3 Ensure young people from multicultural backgrounds, and their strengths, needs and interests, are central to all our work.</p> | <p>2.3 Produce resources (e.g. tools, reports and practice guides) which contribute to good practice in working with young people from multicultural backgrounds and support their adoption and implementation.</p> | <p>3.3 Actively promote the positive contributions that young people from multicultural backgrounds make to Australian society.</p> | <p>4.3 Develop diverse income streams and reduce reliance on short-term funding.</p> |
| | <p>2.4 Conduct and participate in consultations, research and evaluation which identify strengths, needs and trends; and informs good practice and engagement with young people from multicultural backgrounds.</p> | | <p>4.4 Ensure MYAN NSW has an active and engaged board of directors that have the skills to govern effectively and ethically.</p> |