

networknoise

a quarterly newsletter from the Youth Affairs Network of Queensland Inc

bringing the sector together

After five years break, the Youth Affairs Network of Queensland hosted the 2011 State Youth Affairs Conference on 20 and 21 July.

Over two hundred people from across the state and interstate attended the two day conference. Participants really enjoyed the opportunity to get together as a sector again and inspire each other to continue our important work with young people.

The conference was opened by **Turrbal Songwoman Maroochy Barambah**. Her singing reminded us of the ancestors and the privilege of living in this beautiful land. Following an introduction and invitation by Siyavash Dookstah, Director of YANQ, for us to explore our work and practice throughout the conference, the conference delegates heard from students of **Southside Education and Hymba Yumba Community Hub** about the challenges of young people, the importance of alternative education and importance of youth workers working at the pace of the young person. Their contribution set the scene for an amazing two days of provocative speakers and discussion.



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youth affairs network qld

Cover photo: Turrbal Songwoman Maroochy Barambah, who opened the 2011 State Youth Affairs Conference.

Contributions welcome!

We'd love you to contribute to Network Noise. Ring, write, email or fax us your latest news on any of the following:

- workshops and events
- youth programs
- training events
- projects
- change of address
- latest resources
- research news
- innovations

The February copy deadline is **mid January**.

The Network Noise team

Editorial team

Siyavash Doostkhah, Rebekah Oldfield and Trish Ferrier

YANQ staff

Siyavash Doostkhah	Director
Trish Ferrier	Policy Coordinator
Rebekah Oldfield	Communications & Admin Officer
Sue McComber	Finance Officer

The view and opinions contained in this publication do not necessarily represent the views of YANQ. YANQ also does not necessarily endorse training and resources advertised in this publication.

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WELCOME BACK

As you've probably noticed, *Network Noise* has been on hiatus for the past year. There have been many changes to YANQ in the last 12 months: we've welcomed new staff members, developed an exciting strategic plan for how we operate across the state (see page 14 for more on this) and had a visit from Minister Struthers to our refurbished office. With this much news to update you on, we're very happy to be able to get an issue of *Network Noise* before the new year.

The next edition will be published in February 2012 after we all return from a well-earned holiday. So from the team at YANQ, have a **safe and happy Christmas!**

YANQ Annual General Meeting



YANQ would like you to save the date for our 2010-2011 Annual General Meeting.

when	2pm-4pm 9 December 2011
where	Quakers Meeting House 10 Hampson Street Kelvin Grove
rsvp	phone: 07 3844 7713 email: admin@yanq.org.au

Street parking is available on the premises and the building has full disability access. We hope to see you there!

YANQ believes that the primary culture of Australia is Aboriginal

We recognise that Aboriginal, Torres Strait Islander and South Sea Islander people are three separate cultures. We recognise Aboriginal people as the permanent custodians of mainland Australia and Torres Strait Islanders as permanent custodians of the Torres Strait Islands that are an integral part of Australia, including those areas of land and sea whose owners have been wiped out as a result of racist politics and acts. We use the term custodianship in the context of protection and care for the land.

YANQ is committed to respecting individuals, Murri and Islander communities. We seek to understand their responses to policies and issues affecting them. We are committed to learning about their understandings of the impact of decisions on them. YANQ apologises for the past and present social mistreatments of Murri and Islander people created by colonisation, and is committed to supporting the healing process.



bringing the sector together

... continued from page 1

the state youth affairs conference 2011

The conference was officially opened by the Honourable Karen Struthers, Minister for Community Services and Housing and Minister for Women.

The Minister outlined some of the challenges faced by young people and invited the youth sector to work in partnership with the Department of Communities to respond to these challenges. The Minister further engaged with the conference delegates by answering a number of questions from the floor.

There were six keynotes as well as 42 workshops over two days, and the wonderful stories of work undertaken by the sector across Queensland were shared by workshop presenters. At the conference dinner, conference delegates participated in honouring and thanking **Fr Wally Dethlefs** for his inspiring work in the youth sector for many decades.

Another conference highlight was the opportunity to hear the poetry of rising star **Luka 'Lesson' Haralampou—poet and hip-hop artist**. What a privilege it was to hear him speak his poetry.

The next State Youth Affairs Conference will be held in 2013. YANQ will establish a conference planning committee in 2012 and invite members of the youth sector to assist us with staging of the next conference.

Get the conference proceedings at

www.yanq.org.au/qyac



Images: Hon Karen Struthers MP



Professor Jon Jureidini



Luka 'Lesson' Haralampou

a visit from the Minister...

YANQ had the pleasure of having the Honourable Karen Struthers, Minister for Community Services and Housing and Minister for Women visiting our office on 29 September

YANQ staff and management committee provided the Minister with a briefing about YANQ's current operations and future plans. YANQ staff outlined the work the organisation was undertaking to establish ten Communities of Practice Leadership Action Network (CPLAN) across the state and highlighted the importance of having a skilled workforce that could respond to the complexity of issues faced by young people in today's society.

YANQ staff and committee also talked with the Minister about the key role of YANQ as the sector peak body in the following areas:

Workforce Development:

- Established ten CPLANs and commenced training in partnership with QUT, Community Services Skilling Plan (CSSP) and Metro South Institute of TAFE
- Values Train the Trainer and regional training in partnership with Health and Community Services Work force Council
- Cross Cultural Youth Work Training
- Aboriginal Youth Sector Workforce Development
- Support the transition of services to the YARI model
- Supervision training for workers in all ten regions (National Workforce development Fund)

Networks:

- Supporting 38 Interagencies
- Established ten CPLANs across the state
- Futures Forum
- Australian Youth Affairs Coalition
- Multicultural Youth Advocacy Network

Research:

- Queensland Ministerial Advisory Committee HIV/AIDS, Hepatitis C and Sexual Health
- Re-engaging young people with Education ARC grant in partnership with UQ and Griffith
- Rural Employment Services
- What is Youth Work?
- What does it take to house a young person? Reference group of Qld Shelter

Policy Development:

- Annual Policy Forum
- Review of YANQ's Policy platform
- Solution based policy forums
- Policy literacy training with members of CPLANs
- Participatory Action Research at regional and state level
- Policy Advisory Committee of Australian Youth Affairs Coalition

Information dissemination:

- Fortnightly email bulletin to 893 recipients
- YANQ website approximately 170 visits per day
- YANQ Facebook page
- *Network Noise* newsletter
- *New Transitions* journal

Membership support:

- Phone
- Email
- Visiting member organisations

Advocacy:

- Reducing numbers of young people on Remand
- 17 year old children in adult prisons
- Over diagnosis and over medication of children and young people for "ADHD"
- Youth Disability Advocacy Queensland

Minister Struthers expressed her support for the work of YANQ as the peak body and requested YANQ to also work on documentation of service models which focus on working with marginalised young people.

the Murri Youth Sector in Qld

“The Murri Youth Sector in Queensland” report was launched at the State Youth Affairs Conference on 20 July 2011.

The report outlines the conduct and findings of a significant research project undertaken with Murri youth services in three parts of Queensland. It presents a summary of themes and draws attention to some of the possibilities for future actions and research that have emerged from an evidence base that has not previously been documented on the profile and demographics of this sector.

As the peak body for the youth sector in Queensland, YANQ has been advocating for a systemic approach to the development and maintenance of our workforce. This report outlines the first steps we have taken to bring together youth workers, employers, government and education/training providers in order to explore youth sector workforce issues. This research will provide the youth sector with the opportunity to collaborate with other key stakeholders in the implementation of the recommendations, ensuring a vibrant and sustainable youth sector that protects and promotes the rights of Murri young people.

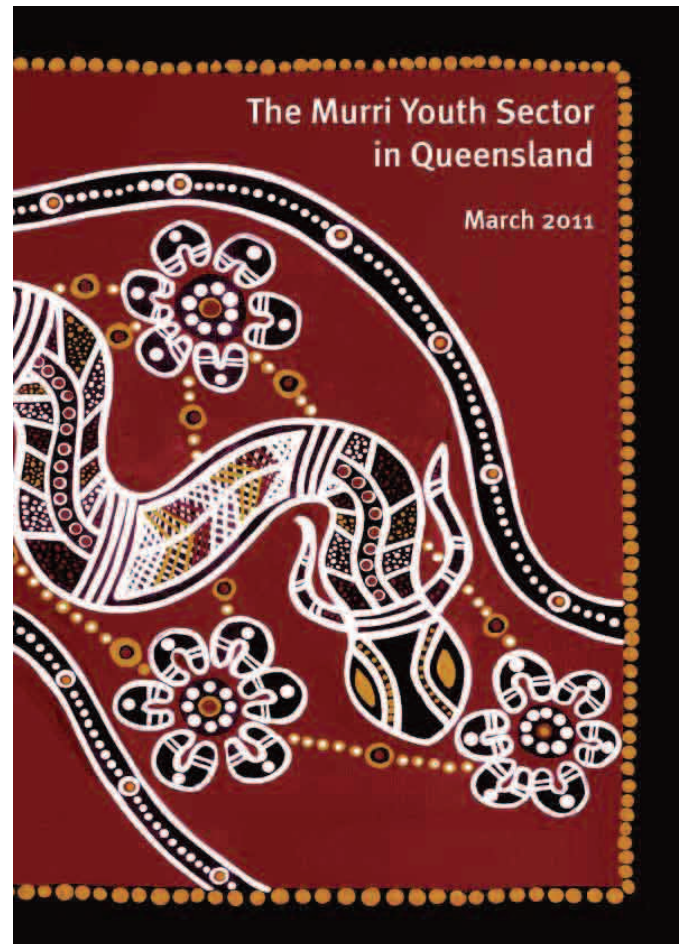
YANQ undertook extensive lobbying to ensure that this project could focus solely on Murri organisations and Murri workers who work with young people. YANQ acknowledges the unique Murri cultural approach to working with young people. We are interested in learning more from the Murri community by facilitating processes which will allow all youth work to be informed and shaped by the strength of Murri cultural values and practices.

YANQ is committed to making sure this report remains alive and is used by youth workers, employers, government and education/training providers in planning processes at all levels. Further validation of the report’s findings will need to take place across Queensland to ensure regional variables are identified and to engage local level partners in shaping local action plans.

There is an urgent need for further discussion and debate within the youth sector and with government decision makers so that various issues identified in this research can be responded to appropriately. YANQ is committed to facilitating these discussions so youth work can get the recognition and support it deserves amongst the community service sector and in the broader community.

To assist YANQ with planning and the roll out of various recommendations in this report, YANQ is establishing a Murri Reference Group. Murri YANQ members are welcome to nominate and join us on this Reference Group.

If you require any further information about the Murri Youth Sector report, please contact **Siyavash Doostkhah (YANQ Director)** via director@yanq.org.au



To download the report please visit
www.yanq.org.au/our-work/papers

which wei: values in youth work: a Murri perspective

a discussion paper written by Melissa Lucashenko (Yugambah)

During 2009 YANQ conducted research into youth work in Queensland. The Murri part of the research asked youth workers, managers and volunteers (both Murri and Migaloo) what they thought were the key values for doing this kind of work well. The researchers were told that some of the important values underlying Murri youth work were:

- Relevant cultural identity and life-experience of the youth worker
- Respect, open-mindedness, and listening
- Patience, tolerance and compassion
- Working from the grassroots and walking alongside young people
- Providing leadership and role models
- Passion
- Honesty

This discussion paper is about what youth work actually means in Murri culture, why values are important and what difference it makes to youth work to have these Murri values in mind. The discussion paper can be downloaded from www.yanq.org.au/images/stories/Documents/values_in_youth_work-murri_perspective.pdf

YANQ is very interested to hear the youth sector members' views about this discussion paper. You can send your feedback via email to director@yanq.org.au

YANQ management committee member on the Australian Multicultural Council



Yassmin Abdel-Magied, the youth member of the YANQ management committee, was appointed to the newly established independent Australian Multicultural Council (AMC) in August of this year. The AMC is part of the federal government's *People of Australia* multicultural policy and replaces the former advisory council.

The role of the AMC includes:

- advising the government on multicultural affairs
- participating in the development of strengthened access and equity strategies
- providing research and advice on multicultural policy
- assisting with cultural diversity celebrations and Harmony Day activities

The AMC will work alongside citizens elected by their communities to be "People of Australia Ambassadors". These ambassadors will provide grassroots advice and feedback to the AMC on multicultural issues at the local level.

Yassmin adds this role to her already impressive array of titles, including President of Youth Without Borders (a youth NGO she established), member of the Queensland Museum, the Queensland Design Council, Young Australian Muslim of the Year for 2007, Youth Premier at the Queensland Youth Parliament 2008, Vice President (Policy) for the UN Youth Association of Australia and the 2010 Young Queenslander of the Year.

YANQ looks forward to continuing to work with Yassmin in her new role.

YANQ Policy Forum 2011

On 19 July 2011 Youth Affairs Network of Queensland (YANQ) held a Policy Forum in the lead up to the State Youth Affairs Conference.

The Forum was well attended with 35 youth sector representatives from across the state, as far as Mt Isa and Rockhampton. The Forum provided YANQ with an opportunity to outline the history of YANQ and its policy work since YANQ was established in 1989. The Forum was also briefed about YANQ's new initiative called the Communities of Practice Leaders Action Network (CPLAN) that is being established across Queensland.

Dr Phil Crane (Queensland University of Technology) attended the Forum and presented on the Participatory Action Research component of CPLAN and facilitated participants in the inquiry process which is being utilised by each of the established CPLANs in ten regions.

The questions were:

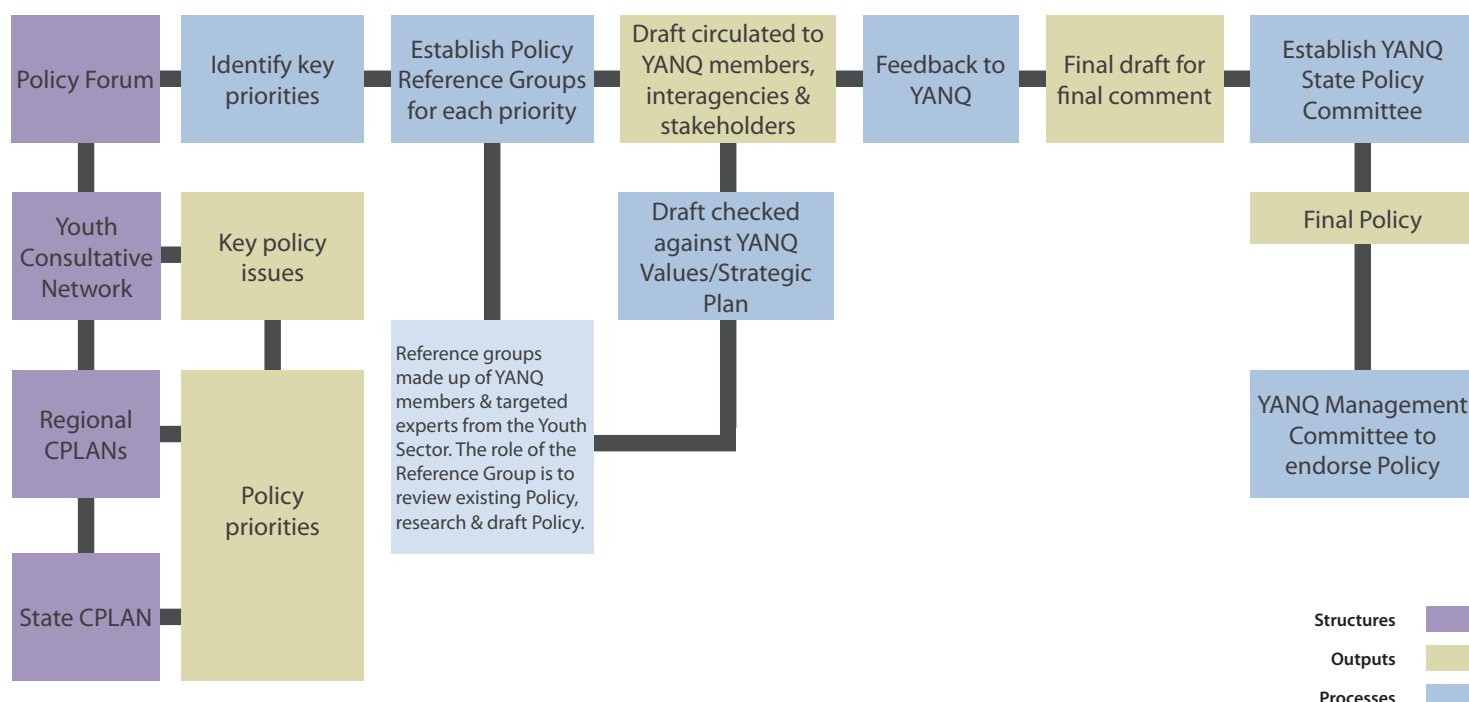
- What will it take to develop a strong and vibrant youth sector workforce in Queensland?
- What would it take for this sector to contribute to improved access and opportunities for young people to enhance their inclusion and equity in society?
- What would it take to increase the level of connection and collaboration across the youth sector?
- What would it take to create a coherent and collaborative youth policy platform in Queensland?

The participants worked in small groups to answer these questions, generating considerable data for YANQ to include in its policy process. Topics discussed ranged from the persistent issues of homelessness, criminalisation of young people through state interventions, young people in adult prisons, young people and education, mental health and a range of workforce issues such as practice principles, ethics of how to work with young people, working conditions, and capacity of the sector to empower young people.

This information will be used by YANQ as part of its policy development process. The diagram below illustrates how the data collected by the Policy Forum, ten Regional CPLANs and State CPLAN will inform the development of YANQ Policy. YANQ is proposing to hold a further Policy Forum in June 2012, where data collected from across the state in the CPLAN processes and the 2011 Policy Forum will be prioritised for policy development by the sector.

Image: YANQ policy process chart

YANQ Policy Process



(RE)FOCUS: YANQ Values Review

In October this year, YANQ staff and management committee embarked on a process of developing YANQ's draft value base and vision for the next ten years.

The current values and vision of YANQ was developed over ten years ago and has served as the main guiding tool for all operations of YANQ. YANQ believes that it is paramount for non-government organisations to operate from a clear value base.

YANQ has been assisting various youth sector organisations to articulate and integrate organisational values. In November 2010 YANQ held a week long residential training for a group of seven experienced trainers focusing on supporting organisations to develop and to operate from a values base. The people who participated in this training are now helping organisations in various parts of the state to integrate values in the operations of their organisations.

Changes to the YANQ's values and vision will be distributed to all YANQ members for feedback before the end of the year and we envisage holding a special meeting sometime in early 2012 to have the new set of values and YANQ's ten year vision endorsed by members. After the membership has endorsed the values and vision of YANQ we will submit the changes to Office for Fair Trading to be incorporated in YANQ's constitution.

If you require any further information about YANQ's review of our values and vision, please contact **Siyavash Doostkhah (YANQ via director@yanq.org.au)**

Police Powers & Responsibilities & Other Legislation Amendment Bill 2011

On 25 August 2011 the Minister for Police, Corrective Services and Emergency Services, Hon Neil Roberts, introduced the Police Powers and Responsibilities and Other Legislation Amendment Bill 2011 into the Queensland Parliament.

Subsequently, Parliament referred the Bill to the Legal Affairs, Police, Corrective Services and Emergency Services Committee for detailed consideration. The changes include extending the already quite broad police search powers to include the pat down searches of minors suspected of carrying alcohol. YANQ opposes this increase in search powers on the basis that it is an unnecessary violation of young people's bodily integrity which will increase adverse contact with police. YANQ endorsed a submission by the Youth Advocacy Centre (YAC) which outlined how extending police powers could potentially lead to more serious charges such as Obstruction or Assault on a Police Officer if young people resist the search. We are also concerned that young people are developmentally more vulnerable to feelings of anxiety during the search, which will further compound these risks.

As part of the Legal Affairs, Police, Corrective Services and Emergency Services Committee's examination of the Police Powers and Responsibilities and Other Legislation Amendment Bill 2011, the Committee held its public hearing on the Bill on Tuesday 4 October 2011 and invited YANQ and YAC Directors to attend the hearing as witnesses to discuss our submissions and the Bill in general with the committee.

We hope that our submissions and representation at the hearing has convinced the Legal Affairs, Police, Corrective Services and Emergency Services Committee to exclude the additional powers for pat down searches of minors sought by police.

WHAT IS YOUTH WORK?

What is Youth Work? ¹

Edited by Janet Batsleer and Bernard Davies
(Empowering Youth and Community Work
Practice Series), Learning Matters, Exeter, 2010
ISBN: 978 1 84445 466 2 (PB), 165 pp.

The Empowering Youth and Community Work Series compiles a range of textbooks aimed at students of youth and community work courses. A key feature of books in the series is to interweave theory and practice to support student learning. 'What is Youth Work?' does this very well. Each of the chapters tackles both theoretical debate as well as practical application and there are plenty of case study examples used to bring conceptual debates to life. This is a major strength of the book particularly in relation to its primary audience—youth and community work students. Another really useful feature is the activities section within each of the chapters. The reader is prompted by a number of thought-provoking questions to interrogate the chapter content further by reflecting on their own practice situations. In this way, this particular feature promotes reflective practice. For lecturers and tutors, the activities and case studies are very adaptable for classroom and portfolio work.

Despite the straightforward nature of the question in the title of this book, there are no simple answers presented. The book avoids the usual attempts of introductory texts to simplify core ideas and as such it is a challenging read for novice youth workers and undergraduate students. But this challenging approach is welcome; the book succeeds in convincing the reader of the complex nature of youth work. Too often, youth work is regarded as a simple practice of entertaining young people that can be undertaken by just about anyone. Davies in Chapter 1, 'What do we mean by youth work?', attempts to dispel this notion as he outlines eight distinctive features of youth work practice. He concludes that youth work contains 'some of the same contradictory qualities of great jazz'; it is 'well prepared and highly disciplined, yet improvised' (p. 6). Good youth work is well planned but may look spontaneous. This characteristic can imbue the practice with a casual ambience that belies both the skills of the youth worker and the context of the work.

There are thirteen chapters in the book covering three main areas—although the book is not divided into sections. Earlier chapters of the book deal with core values, principles and features of youth work. Later chapters deal with different approaches to youth work such as feminist youth work, global youth work, anti-racist youth work and detached youth work. The policy and politics of youth work are also addressed in a number of chapters. The book can easily be used to dip in and out of, but for those who read their way through the book there are a number of unifying themes to be found throughout. One theme is that of exploring the past, present and future of youth work. Chapter 1 examines distinctive features of youth work and draws remarkable comparisons between very early youth work texts (some from the late 1800s) and present discourse. The final chapter, 'Youth work prospects: back to the future?', by Janet Batsleer, encourages readers to examine the possibilities of taking 'powerful counter-narratives' from the history of youth work so as to challenge the current hegemony of individualization. Youth work might then be better placed to 'create a developmental, associative, democratic social education practice' (p.159) and to embrace the 'renewal of practitioner networks seeking to defend critical and radical professional practice' (p.164). Batsleer points to the opportunities that youth workers with a radical stance might find in the 'malleability' of current youth work as it 'remains a contested space, open to different visions' (p.159).

The call for critical youth work practice is another theme to be found, both in the content and presentation of this book. Many of the chapters make reference to the possibility of youth work in 'tipping the balance of power in young people's favour', building on Davies's (2005) well-regarded Manifesto. Chapter 3 by Wendy Podd explores the well-covered concept of youth participation, but does so using a critical insight of the stranglehold of the state over the participation agenda. Lehal's chapter on 'targeting for youth workers' explores the policy and politics of youth work and draws out the culture and discourse of performance management, targets, indicators, outcomes and evidence that grew under New Public Management. Chapter content, case study examples and activities all carry through this key theme, and the questioning and problem posing format of much of the content strongly supports this. The rewards for students willing to engage with the critical questions posed in this book will be to greatly enhance their personal practice ideology, and develop their appreciation for the complexity of youth work practice.

¹ Sinead McMahon, "What is Youth Work?", *Community Development Journal*, vol. 46, issue 4: pp. 590-3, reproduced here with permission of Oxford University Press.

For those already acquainted with the core ideas the book deals with, there is still much to be gained by reading this book. Published in 2010, the book covers some new issues in modern practice; De St Croix's chapter on youth work and the surveillance state as well as Coburn's chapter on youth work as border pedagogy stand out for mention here. However, despite contextualizing the book with reference to the emergence of occupational standards and graduate professional qualifications, there is no critical examination of the professionalization of youth work. Also absent is any examination of the possibilities and realities of the intersection between youth work and community work. This was a missed opportunity given that the series refers to both youth and community work. A chapter exploring the intersection between these two might have afforded students of such courses an opportunity to consider the shared interests that lie behind both these areas of practice. Interestingly, the final chapter refers to the social work domain, rather than community development, when discussing the renewal of practitioner networks seeking to defend critical and radical practice and harnessing the collective voice.

The questioning style of this book is captivating and challenging. The content enlivens key issues and debates about the possibilities for twenty-first century youth work. It presents readers with critical, hopeful and subversive tones in the shadow of New Public Management approaches. Its presentation and intellectual bite makes it a great addition to any reading list for youth work courses.

Reference

Davies, B. (2005) Youth work: a manifesto for our times, *Youth and Policy*, **88**(1), 23.

Sinead McMahon

Department of Business, Education and Social Sciences,
Limerick Institute of Technology-Tipperary, Ireland;
email: smcmahon@tippinst.ie

Sinead McMahon is a lecturer and course coordinator of a BA in Social and Community Studies. She teaches on youth and community modules and is involved in student placement and practice work. She works voluntarily with local youth work services.

Code of ethics: pros & cons for the youth sector in Australia

YANQ believes that the recent debate over whether or not to adopt a Code of Ethics for youth work has been characterised by an uncritical assumption that having a code is a good thing ... that it will automatically produce more ethical practice or protect against unethical practice.

In 2007 YANQ released a paper titled "Conservatising Youth Work?: Dangers of adopting a code of Ethics" written by Suzi Quixley and Siyavash Doostkhah, in consultation with youth workers in Queensland. This paper challenges these assumptions and offers an alternate point of view about how ethical practice can be achieved in work with young people.

The Code of Ethics debate in Australia is not new. While many youth workers, peak bodies and academics have embraced the concept, many others have not. Because Australia has not enjoyed a funded national peak body for youth affairs for over a decade, it is timely that the Australian Youth Affairs Coalition (AYAC) leads the debate at a federal level.

AYAC is hosting an online debate to help the sector understand all the ramifications of adopting a national code. If you visit AYAC's website and find the Great Debate, you will find six documents from people across the country summarising their position on the adoption of a Code of Ethics: three people argue 'for' the Code and three people argue against. Have a read of these and then jump in and add your own two cents (agree—or not—with someone else's comment or reply to someone's argument).

Remember, this is a unique opportunity to debate this topic on a national level, so having your say is important, whether you are a practitioner, an academic, or just someone who happens to be passionate about this issue.

To find out more about the debate or to participate in it please visit AYAC's website www.ayac.org.au

Everyday Activism

↳ An Opinion Piece by Suzi Quixley²

This is the second of a series of *Network Noise* articles exploring values in youth work. These are part of a wider focus on values, arising from the 2010 Report of the YANQ Youth Sector Development Project (YSDP). The articles run parallel to YANQ processes occurring in all regions over the next 12 months—to define youth work and provide ethics/values training for the sector.

What are some of the words you associate with “activism”? Perhaps demonstrations, radicals, civil disobedience, loudness, direct action, trouble makers...?

In fact, activism refers to any actions designed to contribute toward social improvement. This certainly includes public events such as demonstrations or other collective actions. It also includes systemic advocacy like YANQ campaigns—*STOP locking up children in adult prisons* or *Celebrate Don't Medicate*. Or *GetUp* activities—everything from skywriting messages over Canberra, to mass petitions, to handing out information about party policies at polling booths.

At an organisational level, activism can be reflected through decisions to dedicate resources to particular research, or become involved with particular issues, or to implement a particular model of service.

Activism can equally occur at a day-to-day level, through individual youth workers acting in a way intended to encourage social improvement. Every action we take invariably contributes (albeit in a tiny way) to social maintenance or change—whether we are conscious of this or not. We become *activists*, when our actions are deliberate; when we aim to contribute toward particular social outcomes.

Individuals, families, communities and society are constantly changing. This is in their very nature. Each time we interact with individuals or groups we have a small influence on the direction of that change. We each inevitably play a political role, whether we like it or not. However, we can only contribute toward particular changes, if we know what we're trying to achieve and if our values (and consequent behaviours) are consistent with this.

Which comes back to the fundamental questions I raised in the last edition of *Network Noise*—what motivates you to be a youth worker? What values underpin your practice? What's your vision of the *good society*, and the place of young people (particularly marginalised and disadvantaged young people) in that?

As youth workers, we are increasingly being required to narrow the focus of our work. The recent Youth At Risk Initiative (YARI) Discussion Paper, for example, proposes narrowing the young people we work with (to those formally assessed to be *vulnerable*); narrowing the range of methods we use (to case management and structured group activities); narrowing the ways we evaluate our effectiveness (to data collected through a predetermined, uniform set of tools).

In the 19th century, it was believed that children of particular class, race and/or gender were intellectually inferior and lacking in moral fibre. These theories have long since been thoroughly disproved. However, services are moving more and more toward providing the very types of activities that arose from these beliefs—programs designed to take power over young people's lives and teach them *good* values and *acceptable* behaviour. This is reflected in the YARI Paper, for example, where *individual risk factors* are placed at the top of the list of factors to consider when assessing young people's risk.

(By the way, have you noticed the changing language being used to describe some young people? We used to commonly refer to *disadvantaged* or *marginalised* young people. This implied that these young people had been treated unfairly, and that their situation was the result of a social factor. More recently, the terms *at risk* and *vulnerable* young people have become more common. To me, this suggests increased blaming of individual young people for their situation or, at the very least, a suggestion that their situation is a matter of individual need rather than a consequence of their social circumstances).

1 A new twist on the title of a fabulous resource – Yoland Wadsworth (2011) *Everyday Evaluation on the Run*, 3rd Edition, Allen & Unwin, Sydney at <http://www.allenandunwin.com/default.aspx?page=94&book=9781742370439>

2 Suzi is a freelance writer and consultant whose practice is driven by social justice values. She has a long standing interest in the ethics, values and politics of community services work, and has written widely on the subject. Further articles and practical handouts are available at: http://www.suziqconsulting.com.au/free_articles.htm

on the Run¹

Imagine that a young person is resistant, or reluctant, to talk with you or use your service. What's your first reaction? Do you immediately see this young person's behaviour as a problem? Or, do you look for possible problems in the way you present to the young person, or the services you offer, or their background and experiences?

Or, a young person is not attending school. Do you assume that the young person must be a trouble-maker or have behavioural problems? Or, are you equally open to the possibility that the problem is the way they are treated at school, or the way the school system more widely functions?

The *Everyday Activist* is very conscious of their power. It is widely acknowledged that, as youth workers, we have power over the young people we work with. We have the potential to exercise this power in a way which helps or harms young people. We decide whether or not we share private information about young people (which was previously treated as confidential) with authorities. We decide whether or not to undermine young people's autonomy and capacity to take power over their lives. We decide whether or not to require young people to conform to Caucasian, middle class expectations.

The *Everyday Activist* seeks to influence the hearts and minds of everyone they interact with, in a way that contributes toward making the world a better place. Which begs the question: what would constitute a *better world*? We decide

whether or not to examine the impact of our daily actions on the socio-political status of young people. This includes the way we communicate with young people. It also includes how we see each young person's family and communities (including their communities of choice, such as peer groups). And, it includes all our interactions with people with direct or indirect power over young people's lives. The *Everyday Activist* sees community education and advocacy as integral to every workplace interaction—both with those we have power over, and those with power over us. Different activists express this commitment in different ways. Our personal style can be subtle or overt; loud or quiet; gentle or abrasive; challenging or supportive.

The *Everyday Activist* is committed to *reflective practice*. They apply this learning to their daily work and are committed to using it to incrementally improve their practice. Reflective practice is not about vague or random thinking. Reflective practice goes beyond *reactive processing* or *emotional debriefing*. It is a disciplined process where your immediate reactions are analysed, you draw conclusions from this analysis, and apply what you learn in the workplace. Analysis of the relationship between your attitudes and behaviours, and your values and vision, is integral to this ongoing process of continual learning.³ Reflective practice should help you identify incongruences in your youth work practice—to look at situations where your actions were inconsistent with your activist goals. (All too often, we all fail to *practice what we preach!*)

Starting the reflection process with looking at your emotional reactions is an invitation to be honest with yourself, rather than reviewing your behaviour at a purely intellectual level. (I'm sure that you, like me, are skilled at rationalising your behaviour!) We often (consciously or unconsciously) choose to act in our self interest at the expense of our espoused values.

The *Everyday Activist* takes responsibility for their actions. *Ethics* are simply practical values. Your ethics are reflected in your day-to-day attitudes and behaviours. The *Everyday Activist* sees all their actions and behaviours as a reflection of their ethical commitment to young people. Regardless of your personal style, if you hold different values to the mainstream, you can expect to be pressured to conform. Will you *buckle under* and impose things you believe are destructive on young people? The *Ethical Activist* takes responsibility for dealing with any pressures arising from their values, and *not passing these on* to young people. Will you act in the interests of young people? Or will you act in the interests of those with greater social power?

Any youth worker can be an *Ethical Everyday Activist*. In my view, it is our moral responsibility to take deliberate actions designed to achieve social improvement for young people.

Will you take on this responsibility?

3 The process is not dissimilar to Participatory Action Research cycles. For further details: about the application of this type of model to developing your individual values/activism see: Quixley, Suzi (2009) **Ethical Youth Work: A DIY Guide for Developing Your Ethical Base**, Youth Affairs Council of South Australia at <http://www.yacsa.com.au> (select Publications); about the application of this type of model to service development/research/evaluation see: Wadsworth, Yolanda (2011) *The Action Evaluation Research Process*, Allen & Unwin (a free, one page diagram) at http://www.allenandunwin.com/_uploads/documents/EEOTR_wallchart2011.pdf or any of Wadsworth's 3 books.

CPLANs *a new state network*

Contact Trish Ferrier (YANQ Policy Coordinator) on 07 3844 7713 or policy@yanq.org.au for more information.

Introduction

YANQ is in the process of establishing ten Communities of Practice Leaders Action Networks (CPLANs) across Queensland in the seven Department of Education and Training Regions. These networks will be supported by a local CPLAN Facilitator to work with the youth sector in each of the identified areas to discuss youth sector policy and workforce development issues to provide information to YANQ and government about issues and training needs relevant to the sector.

Background

As the peak body for youth issues in Queensland, the Youth Affairs Network of Queensland (YANQ) has long advocated for a systemic approach to the ongoing development of the sector for some time. YANQ believes that taking a workforce development approach provides a framework for individuals, organisations, sector and government to collaboratively and strategically approach workforce development.

In early 2009, Youth Affairs Network of Queensland (YANQ) received funding support from the Office for Youth, Department of Communities and the Department of Education and Training (DET) to undertake a Youth Services Workforce Skills and Training Project. The *"Youth Sector in Queensland"* report provides a summary of the data gathered during the project, key themes that emerged and recommendations that can be used to inform skilling and workforce development initiatives. The Youth Sector Development Plan creates a platform for a vibrant and sustainable youth sector workforce that protects and promotes young people's rights

To assist in the consideration and prioritization of workforce development projects and activities YANQ established two groups:

Industry Reference Group

The Industry Reference Group (IRG) brought together key stakeholders such as employers, industry associations, government agencies, training and education providers, businesses and youth workers to develop a deeper understanding of workforce development through strategic alliances that will assist in identifying the real causes of skills shortages and barriers to workforce development, and contribute to the development of solutions.

Youth Sector Leadership Group

The Youth Sector Leadership Group (YSLG) was made up of youth sector managers who have previously worked with YANQ on Youth Sector issues. The YSLG prioritised the work of the Youth Sector Development Project with input and advice from the Industry Reference Group through critical and strategic conversations.

The IRG provides YANQ and the Youth Sector Leadership Group with strategic advice about leveraging from other projects underway, key policy and program information relevant to the implementation of this project and explores opportunities for collaboration where possible. The advice received from the IRG was tabled to form part of the deliberations at the Youth Sector Leadership Group meetings before finalisation and implementation of the project plan.

Following the direction provided by the IRG, the YSLG determined three key priority areas for the first twelve months of this project with the intention of establishing the infrastructure and a profession definition for the youth sector that is required to:

- create a platform for a vibrant and sustainable youth sector workforce that protects and promotes young people's rights
- support the workforce development plan that can be successfully built on into the future

The first priority identified was the establishment of CPLANs.

Communities of Practice Leaders Group

This project aims to create an ongoing and sustainable structure across the seven DET regions in Queensland to support a consistent focus on the workforce development needs of the youth sector from a local, regional and state perspective. The establishment of ten Communities of Practice Leadership Groups falls under the existing structure of the IRG and the YSLG and will utilise and lever off the comprehensive network of youth inter-agencies and networks across the state.

Project Objectives:

- Establish collaborative groups to assist in the consideration and prioritization of workforce development projects and activities
- Harness the utility of 'learning circles', 'reflective practice' and 'action learning', 'peer support networks' that provide infrastructure for collaboration between workers, and 'Communities of Practice' which 'provide a learning environment for information sharing about good practice' (Flanagan and Acton 2010, p.78).

- Development of CPLANs to create an ongoing, sustainable and stable structure across each DET region supporting a consistent focus on the workforce development needs of the youth sector from local, regional and state perspectives.

Collaborative Youth Sector Development

This project is based entirely upon building and enhancing collaborative relationships between regions, services, education providers and government to plan and implement workforce development initiatives that will strengthen the existing youth sector and position it to continue to effectively meet young people’s needs into the future through a skilled workforce using robust practice frameworks. The youth sector in Queensland has

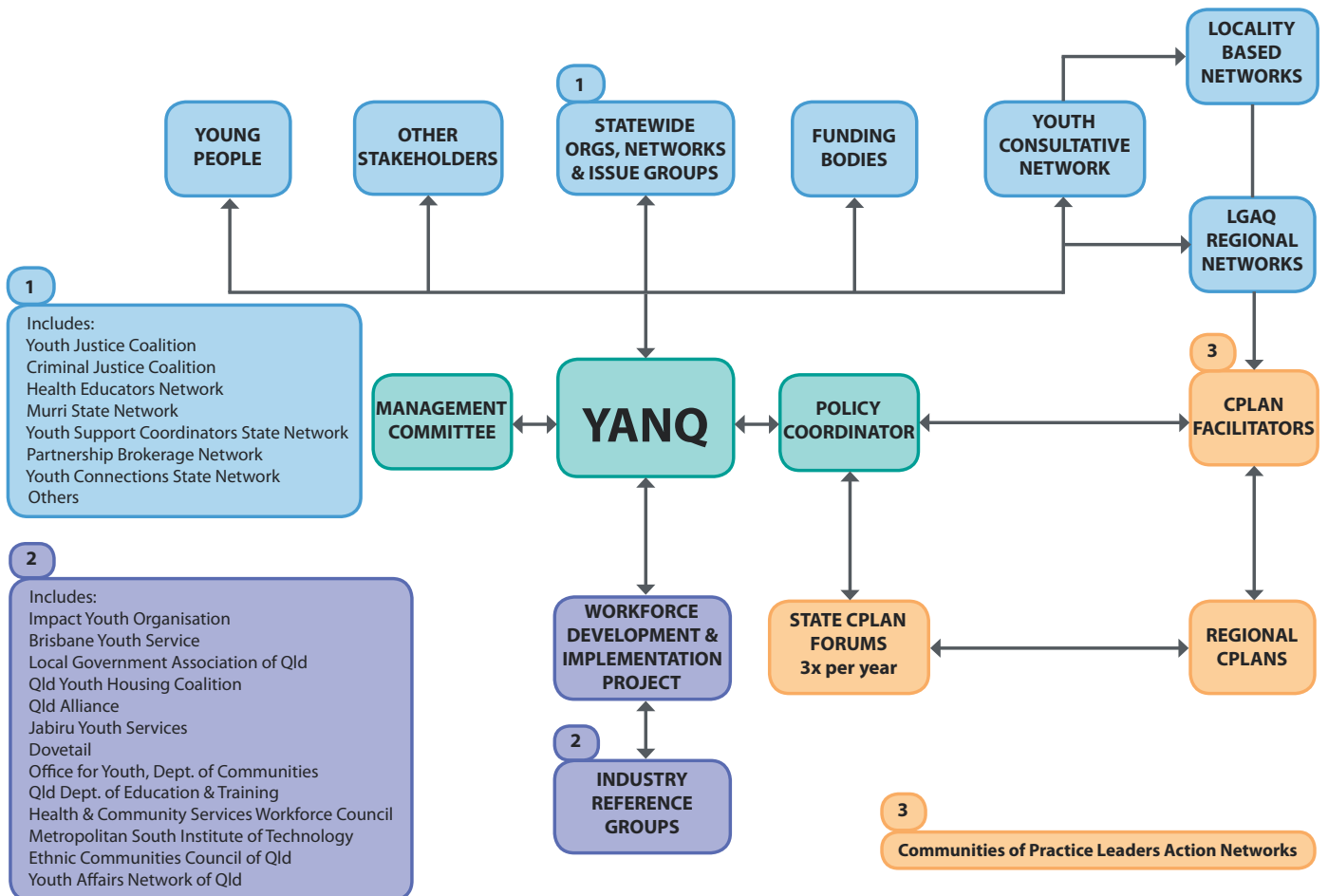
a long and strong history of youth service interagencies and networks. These structures perform important information sharing and networking functions enhancing sector relationships and referral options.

On occasions these networks have had the capacity to explore issues of complexity and collaboration across their regions to address both practice and workforce development issues. Networks such as the South West Youth Network (SWYN) are examples of this. However rarely have youth interagencies maintained a focus broader than information sharing over any extended period of time due to factors such as resource limitations and key personnel changes. Typically networks able to grapple with more complex issues have received resource and support through organisations such as local government,

Local Government Association of Queensland (LGAQ) and YANQ. At no stage have youth sector networks across Queensland worked collectively sharing information, insights and solutions concerning complex practice and workforce development issues, nor has a consistent framework of inquiry ever been instituted across networks.

Building the capacity of networks to move beyond information sharing and to engage in structured collaborative processes of inquiry, exploring and documenting issues of complexity within their region and then actively sharing across the state adds a richness and quality of data to inform workforce practices that is unprecedented in Queensland and Australia.

Image: CPLAN structure chart



The decision to establish ten CPLANs across Queensland is based on a strong partnering relationship with LGAQ to lever off existing youth networks and to ensure project resources will add value to existing network activities and outcomes. YANQ and LGAQ worked closely with regional networks in the South West, Central North and Far North Queensland to strengthen existing capacity and outputs that will benefit CPLAN purpose and function while meeting local and regional needs.

Other important partnering arrangements have also developed through this project to ensure quality services, programs and skilling information is available to further develop the sector's capacity to respond to young people's needs. For example, working with Dovetail, an organisation supporting services that work with youth alcohol and drug in the area of drug and alcohol training.

The CPLAN state networks offer enormous opportunities to key stakeholders of the youth sector such as Department of Education and Training, Department of Communities, LGAQ, YANQ, local TAFE's and Universities to have a clear point of access to consult and engage the youth sector on a broad range of workforce, service delivery and service planning issues.

CPLANs will be resourced by local CPLAN facilitators engaged by YANQ to open up inquiry, build capacity and place solutions of complex issues in local hands, gathering and disseminating insights and learning into practice. A partnership with QUT has provided the mechanism for networks to connect and collaborate through the provision of training, resource development and ongoing professional support and guidance in Participatory Action Research (PAR) which will provide a framework for service, network and workforce development.

Discussions are also currently underway with the Community Services Skilling Plan to determine the possibility of access to customised accredited training for local CPLAN facilitators to further assist them in their roles as youth sector leaders.

Innovation and creativity

Three critical factors characterise innovative practice in the development and implementation of the CPLANs. These factors ensure sustainable, state wide collaboration and coordination and strong regional connection and influence.

Firstly, each of the ten CPLANs is resourced with a local YANQ CPLAN Facilitator. The role of the facilitator is to provide both secretariat support and facilitation of the CPLAN guided by the Participatory Action Research Framework. The CPLAN Facilitator assists with the documentation of key insights, discussions and strategies emerging from the CPLAN and supports two way communications across all CPLAN's, and with YANQ, QUT, DET and other key stakeholders.

Each CPLAN Facilitator is selected from within the region and needs to be an active and respected member of the youth sector of that region. The ten CPLAN Facilitators come together and are trained in Participatory Action Research (PAR) and orientated to the PAR Short Guide Resource to ensure a consistent operational framework across of CPLANs. YSDFs strong relationship with their regional network and with other YSDFs across Queensland, will enhance the connections and sharing of information, insights and possibilities across networks.

Secondly the use of PAR as the preferred process to underpin workforce development engagement with regional youth services and youth workers is fundamental to this project to ensure a culture of inquiry and questioning to used to explore issues of complexity.

Through the support of QUT, CPLANs are provided training and resourcing to implement the PAR process. Importantly QUT offers direct support in the documentation of the CPLAN inquiry and analysis. At the end of the first year of operation, QUT will have documented detailed case studies from each CPLANs exploring complex workforce development and service delivery issues.

Thirdly, the enormous creative potential of the youth sector when it comes together with common purpose and intention to inquire into the complexities of the work they do cannot be understated. This regional inquiry guided by a facilitator, linked and shared across regions and connected through the common language and process of PAR and supported by QUT, YANQ and LGAQ offers an incredible opportunity for the youth sector to become a strong and vibrant industry.

Impact on the Youth Services Workforce

Change management theory tells us that for change to be sustainable and systemic, participants need to be engaged in the process and actively contribute to the direction being chartered by strong and confident leaders.

For workforce capacity to be enhanced, workforce members need to contribute their insights and ideas and be able to actively participate in the process through enhancing their understanding and knowledge of workforce development. The project has directly enhanced the capacity of the youth sector workforce through the research and project development phase that lead to the *Youth Sector in Queensland* report and ultimately the development of CPLANs.

To develop the report, the youth services workforce was directly engaged through surveys, workshops, forums and focus groups about the viability and sustainability of the youth sector in Queensland. The methodology was designed to be broad based and multi layered to develop a thorough picture of the current context of youth services and the requirements, strategies and possibilities for future workforce development of this sector. This not only ensured that a plan was developed by the sector, for the sector, paving the way for successful implementation but created knowledge, conversation and discussion about workforce development issues, needs and approaches at the individual youth service level as well as at strategic levels within government and between key stakeholders through the simultaneous development of the IRG.

Findings from the research phase were validated in several regions through presentation of information to network meetings and at conferences, further increasing consideration of workforce issues by a wide range of service providers.

The establishment of an IRG and Youth Sector Leadership group in the initial phase of the project provided a further mechanism to engage and educate the sector about workforce development needs and possibilities. Strategic alliances developed through participation in these groups has created ground for implementation of planned activities such as development of CPLANs while also educating individual members about possibility for their own workforce planning and support.

Finally the establishment of CPLANs provide a direct mechanism for skill development of youth sector leaders across the state that will benefit their practice, their organisations service delivery and the functioning of regional networks across Queensland.

Outcomes and benefits

The youth sector in Queensland, and indeed across Australia, has steadily lost a strong professional identity and status. The reasons for this are complex however the lack of broad dialogue, state coordination and the shared embracing of complexity have contributed to the diminishing sense of a clear and confident sector. A strong and vibrant youth sector is critical in addressing current workforce development and practice issues and in

strategic planning to meet future needs. Adequately representing and reflecting the workforce and service delivery requirements of the youth sector in Queensland has posed a range of challenges for YANQ, least of all gaining information from all regions across Queensland concerning trends, issues and solutions facing young people and service providers. The CPLANs offer a mechanism for sophisticated read out across Queensland on the trends and issues. This is sharpened through the active engagement of QUT embedding the PAR process at regional level and significantly assisting with the documentation of complex workforce development and practice issues through case studies and journal articles.

From Far North Queensland to Central Queensland and Brisbane, workforce development issues and solutions will be discussed, analysed, debated, documented and most importantly shared across the entire Queensland youth sector. CPLANs provide the essential infrastructure that moves youth sector coordination and collaboration from a series of disconnected one off events to a developmental process across time, offering a depth of analysis and continuous ongoing inquiry and learning to inform our future.

CPLAN Implementation

In September 2011, CPLANs established included in the following regions; Metropolitan, South East Queensland, Sunshine Coast and South West Queensland. CPLAN facilitators have been employed for each of these regions, and a facilitator for Central Coast Region has been contracted.

YANQ is currently working to establish CPLANs in Central West, North West and North (Mackay) and North (Townsville). The Central Coast Facilitator will be holding their first meeting in early October to introduce the idea to the youth sector in Rockhampton.

It is anticipated that most CPLANs will be established by November 2011. In early November YANQ will be holding a state wide induction and training session with all of the Facilitators and one other representative from each of the ten regions on CPLAN functions and associated training available to each of the CPLAN Facilitators.

Image: Map of CPLAN regions



INTERAGENCY

In many regions in Queensland, youth workers and youth organisations hold regular meetings—often called interagencies or networks. These interagencies provide opportunities for networking, sharing information, peer support and coordinating responses to local issues. Below are the details for those networks that YANQ has contact with.

Regional Queensland

Bundaberg and District Youth Forum

Contact: Andrea Bax
Youth Development Officer
Bundaberg Regional Council
PO Box 3130 Bundaberg Q 4670
Ph: 07 4153 3066 Fax 4151 1813
Email: andrea.bax@bundaberg.qld.gov.au
Meets the second Tuesday bi-monthly (first meeting for the year is February) from 9.30-11.30am at Impact Make Your Mark, 106-108 Bargara Road Bundaberg.

Cairns Youth Service Network and Far Northern Youth Service Network (YSN)

Contact: Glen Martin
Youth Development Officer
PO Box 359, Cairns Q 4870
Ph: 07 4044 3016 Fax: 07 4044 3830
Email: G.Martin@cairns.qld.gov.au
Meets last Thursday of every second month at Cairns City Library, Abbott Street, Cairns. Contact Glen for times of meetings for Cairns YSN as they alternate. Contact Glen for meeting details of Far Northern YSN.

Central Highlands Regional Council Areas: Emerald Gemfields & Capella area Youth Rep

Contact: Sherie McDonald
Youth Development Officer
Central Highlands Regional Council
PO Box 21, Emerald Q 4720
Ph/Fax: 07 4982 8393
Mobile 0427 820 540
Email: rhall@chrc.qld.gov.au
Contact Sherie for details of local youth and community service networks.

Central Highlands Regional Council Areas: Blackwater Springsure Bluff Dingo Bauhinia Rolleston & Comet area Youth Rep

Contact: Joshua Clutterbuck
Youth Development Officer
Central Highlands Regional Council, Blackwater
Ph: 07 4980 5506 Mobile 0428 987 511
Email: jclutterbuck@chrc.qld.gov.au
Contact Joshua for details of local youth and community service networks.

Central West Youth Network

Contact: Sheree Miller
Youth Development Officer
Winton Shire Council
PO Box 288, Winton Qld 4735
Ph: 07 4657 2666 Fax: 07 4657 1342
Email: youthdo@winton.qld.gov.au
Contact Sheree for further details.

Charleville Youth Interagency

Contact: Elise Huddle
Charleville Neighbourhood Centre
Ph: 07 4654 1345
Email: ydw@charlevillenc.org
Meets 3.30pm the third Thursday of each month at Charleville Neighbourhood Centre.

Fraser Coast Youth Sector Workers Network

Contact: Tracey Mason
Principal Officer
Community Development
Fraser Coast Regional Council
PO Box 1943 Hervey Bay Q 4655
Ph: 07 4197 4378 Fax: 07 4197 4303
E: tracey.mason@frasercoast.qld.gov.au
Meets last Tuesday of each month 10.30am. Contact Tracey for venue.

Gladstone Youth Interagency

Contact: Vernetta Perrett
Youth Development Officer
Gladstone Regional Council
PO Box 29, Gladstone Q 4680
Ph: 07 4976 6300 Fax: 07 4972 6557
Email: vernettap@gladstonerc.qld.gov.au
Meets first Wednesday of the month 12pm at the Community Advisory Service, 142 Goondoon Street, Gladstone

Innisfail Community Sector Network

Contact: Kath Barnett
Community Development Officer
Ph: 07 4030 2255 Fax: 07 4061 6005
Email: cdo@ccrc.qld.gov.au
Meets last Thursday of every second month 1pm at Parish Centre, Rankin Street, Innisfail

Mackay Youth Connections Network Inc

Contact: Tanya Willis
Secretary
Ph: (07) 4965 6651
Email: Tanya.Willis@dcs.qld.gov.au
Meets first Tuesday of the month 10.30am. Venue - Mackay TAFE J Block, Level 3, Room 3:13

Maryborough Interagency Network

Contact: Vicki Wilson
Senior Community Development Officer
Fraser Coast Regional Council
Ph: 07 4190 5806
Email: vicki.wilson@frasercoast.qld.gov.au
Meets first Thursday of every month 9-11am at Maryborough Neighbourhood Centre, 25 Ellena Street.

MEETINGS

Mount Isa Youth Alliance Network & ICM Group

Contact: Alvin Hava
Young People Ahead
PO Box 2151, Mt Isa Q 4825
Ph: 07 4743 1000 Fax 07 4743 1030
Email: manager@ypa-isa.com.au
Contact Alvin for meeting and venue details.

North Burnett Community Services Network

Contact: Melinda Priest
Community Development Officer,
Monto Community Development Centre
Ph: 07 4166 1733 Fax: 07 4166 1061
Email: cdomonto@bigpond.com
Meets second Wednesday of every month at different venues around the North Burnett.

Rockhampton Youth Interagency Network

Contact: Min Seto
Chair, Rockhampton PCYC
PO Box 944, Nth Rockhampton Q 4700
Ph: 07 4927 7899 Fax: 07 4922 3998
Mobile: 0418 884 096
Email: min.seto@pcyc.org.au
Meets third Friday of the month 9-11 am at Commonwealth Respite & Carelink Centre, 57A Alexandra Street, North Rockhampton.

Roma Community Services Interagency

Contact: Roma Neighbourhood Centre
PO Box 1028, Roma Q 4455
Ph: 07 4624 0800 Fax: 07 4622 1448
Email: reception@maranoa.qld.gov.au
Meets on a Monday at Roma Neighbourhood Centre at 11.30am. Meetings of the Child, Youth and Families Interagency Sub-Committee are held at the Neighbourhood Centre at 10.15am on the same dates.

Sarina Interagency Meeting

Contact: Paul Taylor
Youth Development Officer
Sarina Youth Centre
PO Box 41 Mackay Q 4740
Ph: 07 4961 9277
E: sarinayouthcentre@mackay.qld.gov.au
For additional information, please contact Paul on the above details.

South Burnett Community Network

Contact: Louise Judget
Community Development Worker
PO Box 300, Kingaroy Q 4610
Ph: 07 4162 5711 Fax: 07 4162 5121
Email: sbcdp@bigpond.net.au
Meets first Tuesday of the month 10am-12pm Wondai Council Supper Room.

Southern Downs Youth Network

Contact: Bonita Tyler
Community Youth Worker
PO Box 26, Warwick Q 4370
Ph: 07 4661 7166 Fax: 07 4661 0333
E: bonita.tyler@southerndowns.qld.gov.au
Meets quarterly. Contact Warwick Youth Service for meeting details.

South West Youth Network

Contact: Ingrid Reichelt
Community Support Officer
Regional Contract Management Unit,
Community Support Services,
Sport & Recreation (CSSR)
Department of Communities
PO Box 2427, Toowoomba Q 4350
Ph: 07 4694 0180 Fax: 07 4699 4244
E: ingrid.reichelt@communities.qld.gov.au

The group meets twice a year and covers the Darling Downs and South West Qld Region from Gatton south to the NSW border, west to the Northern Territory border and north to Taroom and Crow's Nest. It is made up of youth workers from non-governmental organisations, local councils and a small number of government departments. Meetings are held at different locations throughout the region each time. Contact Ingrid for details.

The Youth Network NQ Inc

Contact: Rachel Cook
Mobile: 0408 635 998
E: rachel.cook@theyouthnetworknq.org.au
W: www.theyouthnetworknq.org.au
Meets third Thursday of the month 9-11am. Contact Rachel for venue details.

Toowoomba Youth Organisations Network (TYON)

Contact: Edward Bradbury
Senior Guidance Officer - DDSW Region
Ph: 07 4616 9105 Fax: 07 4646 9101
Email: Edward.BRADBURY@deta.qld.gov.au
Meets last Tuesday of each month at the Jacaranda Conference Room, Grand Central Shopping Centre from 9.00am - 11.00am. Contact Edward for any further details.

Whitsunday Youth Focus Network

Contact: Debra Carrington
Manager Community Development&Projects
Whitsunday Regional Council
Ph: 07 4945 0216 Fax 07 4945 0222
E: debra.carrington@whitsundayrc.qld.gov.au
Meets monthly. Contact Debra for Network details.

South-east Queensland

Brisbane Inner Urban Youth Interagency

Contact: Ryan Foster
Ph: 07 3403 0136
Email: ryan.foster@brisbane.qld.gov.au
Meets 10am-12 pm first Thursday of the month. Contact Ryan for details.

Caloundra & Hinterland Child and Family Network

Contact: Lydia Fairhill
Community Development Worker
Hinterland Community Development Assn of Caloundra
PO Box 451, Landsborough Q 4550
Ph: 07 5429 6766 Mobile 0418 720 515
Email: hcdworker.lydia@gmail.com
Contact Lydia for meeting times and venues.

Gold Coast Youth Network

Contact: Amanda Wright
Gold Coast Youth Service
PO Box 740, Burleigh Heads Q 4220
Ph: 07 5572 0400 Fax: 07 5575 2607
Email: RADS@goldcoastyouthservice.com
Meets last Wednesday of the month 10.30am-12.30pm at Department of Communities Youth Justice Service Centre at Mermaid Beach.

Goodna Youth Interagency

Contact: Fiona Muhling
Challenge Employment
21 Dunlop St, Collingwood Park Q 4031
Ph: 07 3282 8000 Fax: 33818 2013
E: fionam@challengeemployment.org.au
Meets third Tuesday of the month from 1.30pm at the Goodna Community Health, 82 Queen Street Goodna. All youth & community service providers welcome.

Inala Youth Interagency (LARGEFLY)

Contact: John Rigsby-Jones
Inala Youth Service
PO Box 141, Inala Q 4077
Ph: 07 3372 2655 Fax: 07 3372 2710
Email: largefly@iys.org.au or admin@iys.org.au
Meets 1pm second Thursday of the month at Inala Community House Hall, Sittella Street, Inala.

Ipswich Youth Interagency Group

Contact: Kathryn Cooper
Youth Development Officer
Ipswich City Council
PO Box 191, Ipswich Q 4305
Ph: 07 3810 7437 Fax: 07 3810 6741
Email: Kcooper@ipswich.qld.gov.au
Meets first Tuesday of the month 12.30pm at Busy Beat Hub, Brisbane Road, Ipswich.

Lockyer Service Providers Interagency

Contact: Neil Williamson
Community/Youth Development Worker
Laidley Shire Community Care Assoc. Inc
Ph: 07 5465 1889
Email: neil@lscga.org.au
Or contact: Anne James
CDW/Coordinator
Lockyer Information and Neighbourhood Centre Inc (LINC)
Ph 07 5462 3355 Fax: 07 5462 4437
Email: incgatton@bigpond.com
All meetings commence at 1.00pm.
Laidley meetings held 2 March, 25 May, 17 August, 9 November at Laidley Community Centre, 13 Mary Street (opp The Bus Stop).
Gatton meetings held 19 January, 13 April, 6 July, 28 September at Gatton Baptist Church, 12 William Street (opp Police Station).

Logan Youth Network

Contact: Sarah Anderson
Youth Planner
Logan City Council
PO Box 3226, Logan City Q 4114
Ph: 07 3412 5029 Fax: 07 3412 3444
Email: sarahanderson@logan.qld.gov.au
Meetings are held bi-monthly at rotating venues across Logan. Please contact Sarah for meeting calendar.

Moreton Bay Regional Youth Service Providers Network

Contact: Naomi Rayward
Youth Planning & Development Officer
Moreton Bay Regional Council
Redcliffe District
Ph: 07 3283 0352 Fax: 07 3883 1723
E: Naomi.Rayward@moretonbay.qld.gov.au
All meetings are held Wednesdays 2.30pm-4.30 pm at various host agencies. Please contact Naomi for meeting dates and locations.

Nambour & Northern Sunshine Coast Youth Interagency Network

Contact: Lyn Harris
United Synergies
Ph: 07 5442 4277
Email lharris@unitedsynergies.com.au
Meets once each school term; dates for meetings and venues are advised prior to meetings as venues alternate; includes professional development component.

Northern Gold Coast Interagency

Contact: Veronica Cox (Studio Village)
Ph: 07 5529 8253
Email: svcc@cirruscomms.com.au
Meets last Tuesday of every month 1pm-3pm at Studio Village Community Centre, 87 Village Way, Studio Village

Redlands Youth Network

Contact: Kara Mansley
Redland City Council
Ph: 07 3829 8233 or 07 3829 8489
Fax: 07 3829 8891
Email: kara.mansley@redland.qld.gov.au
Meets every second month. Contact Kara for meeting calendar.

Tweed Shire Youth Network

Contact: Sylvia Roylance
Ph: 02 6670 2736
Email: SRoylance@tweed.nsw.gov.au
Meets bi-monthly on the third Tuesday of the month 9am-12pm. Meets on alternate bi-month for professional development workshop for service providers. Venue rotated throughout shire. Contact Sylvia for details.

Issued based networks

Criminal Justice Network

Contact: Via the website
Email: info@cjn.org.au
The Network exists to link individuals and groups committed to pursuing the rights of people marginalised by the criminal justice system. The Criminal Justice Network is informed by the voices of people with lived experience. For more information and details on forums that the Network holds, please visit <http://www.cjn.org.au>.

Health Educators Network

Contact: Pamela Doherty
Education and Training Coordinator
Children by Choice
PO Box 2005 Windsor Q 4030
Ph: (07) 3357 9933 ext 3.
Fax: (07) 3857 6246
Email: ed@childrenbychoice.org.au
The Health Educators Network provides members with an opportunity to network with other educators, share information and work collaboratively in the area of community health education in the Brisbane and Greater Brisbane Area. The network is open to any health educator in the region and members meet quarterly with rotating venues.

Youth Justice Coalition (YJC)

Contact: Siyavash Doostkhah
Director
Youth Affairs Network Queensland Inc
Ph: 07 3844 7713 Fax: 07 3844 7731
Email: director@yanq.org.au
The Youth Justice Coalition (YJC) is a diverse coalition of interested NGOs, CLCs, peak bodies and individuals that work together to advance the rights of young people under the age of 18 years in the youth justice arena in Queensland. The YJC meets bi-monthly (every 2nd Thursday every 2nd month) commencing February 2010. The coalition actively encourages community members interested in youth justice issues to participate.

Statewide program networks

Partnership Brokerage Program

Contact: Carmen Auer
Chair of Qld Partnership Brokerage State Network
E: Carmen.Auer@thesmithfamily.com.au
Ph: 07 5561 2701 Mobile: 0411 652 126

Youth Connections Program

Contact: Alice Thompson, Chair of Qld Youth Connections State Network
Email: athompson@brisyouth.org
Ph: 07 32523750
Mobile: 0418 666 762

Youth Support Coordinator Program

YSC Hub Facilitators
Contact Megan Murray
Ph: 07 3876 2088 Mobile: 0439 739 747
Email: megan.murray@qyhc.org.au

Contact Kristy Carr
Ph: 07 4725 8249
Mobile: 0407 999 710
Email: kirsty.carr@qyhc.org.au

Web: www.qyhc.org.au/ysc/index.html
Contact YSC across the state at www.qyhc.org.au/ysc/contact-us.html

These details are current as of October 2011. If your details are incorrect, please email admin@yanq.org.au with updated contact details.

For more information on interagencies or to join our list, please contact Trish Ferrier (YANQ Policy Coordinator) on 07 3844 7713 or policy@yanq.org.au

Want to join? Simply fill out the application form, detach and return it to YANQ with your membership / subscription fee payment. For more information, please call us on: (07) 3844 7713 or 1800 177 899 (available for rural Queensland) email admin@yanq.org.au or visit our website at www.yanq.org.au

Summary of our values

At YANQ, we believe that everyone is unique. At the same time, human beings share a lot in common, and are essentially social. We envisage a society where everyone lives in harmony. For this to happen, society must both value every individual and seek the best outcome for the community as a whole. There is the same diversity amongst young people as the rest of the community; like everyone else, young people need to feel respected and valued. When young women and young men are treated as important, the rest of society will gain from their insights and experiences.

We aim to contribute to developing a society that genuinely includes all its members. That's why we are committed to promoting multiculturalism (in its widest sense), and supporting and respecting the wide range of cultures that are part of Australian society. Aboriginal and Torres Strait Islander people always have been, and always will be, the first people of this land. Because of their special relationship with the land, indigenous culture will always have a particular significance in Australian society. Focussing on reconciliation with indigenous people is an important starting point toward creating a more inclusive society. It also provides a model for other areas of action, including strategies toward improving the situation of young people.

We believe that the most effective way to achieve constructive social change is for people to work together. Economic, social and political change is happening all the time, and it is critical that we constantly assess and reassess our strategies if we are to influence change. Both the process and outcomes of change must be fair if sustained, constructive social change is to occur.

We believe that everybody is entitled to have their basic emotional and material rights met. The central role of governments is to ensure that this occurs. Unfortunately, at the moment, governments in Australia focus on supporting global economic interests. Whilst we believe that everyone is fundamentally equal, some sections of our society do not have access to their fair share of society's resources. This includes young people, whose basic human rights are currently not being met. YANQ is committed to encouraging positive discrimination on behalf of those groups which *miss out* in society so that this type of social injustice will be overcome. It is only when everyone's fundamental rights are fulfilled, and each has the means to fully participate, that it will become relevant to talk about "mutual obligation" between society and its members.

We believe that a range of strategies is required to achieve constructive social change. Governments in Australia appear committed to stopping the voice of those who challenge their misplaced priorities. YANQ is responsible for being a strong public voice which lobbies and advocates on behalf of those young people who particularly *miss out* in society, and of young people as a whole. To undertake this role effectively, it is crucial that we draw on the expertise of those working most closely with issues affecting particular groups of young people - young women and young men themselves, youth workers and youth organisations. That's why networking is another important social change strategy; it enables the youth sector to participate in collective action.

Ultimately, YANQ's credibility is maintained by **practicing what we preach**. Our whole structure is designed to ensure that our values and vision permeate the organisation. We are committed to maintaining an open, flexible, accountable, consistent, inclusive, valuing approach in all our dealings - within YANQ, and in our relations with our members and the wider community.

We are committed to applying our values in everything we say, and everything we do.



youth affairs network qld

MEMBERSHIP / SUBSCRIPTION APPLICATION FORM

30 Thomas Street, West End QLD 4101 Ph 07 3844 7713

Regional 1800 177 899 Fax 07 3844 7731

Email admin@yanq.org.au Web: www.yanq.org.au**TAX INVOICE** (on payment)

ABN 28 205 281 339

All fees are GST inclusive.

No income or funding—contact YANQ for special consideration.

Title _____ First Name _____ Last Name _____

Organisation / Department _____ Position Title _____

Postal Address _____ Suburb _____ State _____ Postcode _____

Phone _____ Fax _____ Mobile/s _____

Email _____ Additional Email address/s for YANQ Email Bulletin _____

Additional Email address/s for Multicultural Youth Network of Qld (MYNQ) _____

Do you identify as being from / Does the organisation work with — ATSI, Anglo-Celtic or other Culturally & Linguistically Diverse (CALD) background. Please specify _____

MEMBERSHIP	Individuals	MEMBERSHIP	Organisations	SUBSCRIPTIONS
(Year of Birth _____)		Community Not-for-profit		Individual (Year of birth _____) \$ 60.00 <input type="checkbox"/>
Receive Centrelink	\$ 5.00 <input type="checkbox"/>	Funding <\$100,000	\$ 55.00 <input type="checkbox"/>	Community Not for Profit \$160.00 <input type="checkbox"/>
Young Person (aged 12-25)	\$ 10.00 <input type="checkbox"/>	Funding \$101,000—\$250,000	\$ 80.00 <input type="checkbox"/>	Organisation For Profit \$200.00 <input type="checkbox"/>
Income <\$25,000	\$ 15.00 <input type="checkbox"/>	Funding \$251,000—\$400,000	\$ 120.00 <input type="checkbox"/>	Government Department / Service
Income \$26,000—\$50,000	\$ 40.00 <input type="checkbox"/>	Funding >\$401,000	\$ 150.00 <input type="checkbox"/>	(Federal State or Local) \$185.00 <input type="checkbox"/>
Income >\$51,000	\$ 50.00 <input type="checkbox"/>	Organisation For Profit	\$ 165.00 <input type="checkbox"/>	Reciprocal (Peak Body) NIL <input type="checkbox"/>

I _____ have read and support the objects and values summary of Youth Affairs Network Qld Inc and hereby request to become a member of the Network.

Signature _____ Date _____

If for some reason you are unable to sign the Values and Vision Statement of YANQ you are entitled to become a subscriber after submitting the relevant fee.

I enclose \$ _____ the prescribed Membership / Subscription fee (please delete whichever is not applicable) .

Payment Methods**Cheque**

payable to Youth Affairs Network of Qld and mail to 30 Thomas Street, West End Qld 4101

Electronic funds transferDeposit to BSB 633-000 Account # 123043259 Youth Affairs Network of Qld and email remittance advice to finance@yanq.org.au or fax to 07 3844 7731**Credit Card** Master Card Visa (please indicate)

Card No _____ Amount \$ _____ Expiry Date _____

Name on Card _____ Signature _____

Do you require a receipt Yes / No

Do you attend / are you a member of a youth interagency? If yes, advise Interagency Name _____

OFFICE USE ONLY: MEMBERSHIP ID RECEIPT NO WEB USER IDWEB PASSWORD.....

youth affairs network qld

who are we?

The Youth Affairs Network of Queensland (YANQ) Inc is the peak community youth affairs organisation in Queensland. Representing individuals and organisations from Queensland's youth sector, we promote the interests and well-being of young people across the state by:

- disseminating information to members, the youth sector, and the broader community
- undertaking campaigns and lobbying
- making representations to government and other influential bodies
- resourcing regional and issues-based networks
- consulting and liaising with members and the field
- linking with key state and national bodies
- initiating projects
- hosting forums and conferences.

what do we do?

"We advocate on behalf of young people in Queensland, especially disadvantaged young people, to government and the community. We promote and support cultural diversity. We encourage the development of policies and programs responsive to the needs of young people."

who can join?

Your membership and support is vital in providing a voice for young people's issues in Queensland.

Full Membership

Membership of the network may be granted to youth organisations, Youth Workers and young people in the non-government youth sector who have agreed to support the objects and values summary of the network and paid the prescribed fee and completed the relevant application form.

Subscriber

Any other individual or organisation interested in the work of the network is entitled to become a subscriber after submitting the relevant fee.

make a difference!

Keep up to date

Free Network Noise newsletter
Free In fact sheets distributed regularly
Discount on other YANQ publications, such as *newTransitions*
Information online at our website
Access to library resources
Freecall 1800 line for regional members.

Make valuable contacts

Participate in youth policy development
Join YANQ's working parties
Receive support and information for your regional and issues-based networks
Contribute to our newsletter.

Access professional development

Discounts at YANQ forums and training events
Discount at YANQ's Biennial State Youth Affairs Conference