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The background of the lower half of the page is a photograph of several people's hands stacked together in a circle, symbolizing unity and support. The hands are of various skin tones. In the top left corner of this section, there are three blue chevron-like shapes pointing downwards.

# THE DRUM Youth Services

ANNUAL REPORT  
2021-2022



## Acknowledgement of Country

We acknowledge Aboriginal and Torres Strait Islander people as the First Peoples of Australia. We acknowledge they have never ceded sovereignty, remain strong in their connection to land, culture and in resisting ongoing colonisation.

**The DRUM** respectfully acknowledges that we deliver services and programs on the stolen lands of the Wurundjeri, Boon Wurrung, Taungurung, Dja Dja Wurrung and the Wathaurung people of the Kulin Nations.

We pay respect to their Elders past, present and emerging and extend that respect to all Aboriginal and Torres Strait Islander peoples.

As a team and organisation predominately comprised of settlers, we are committed to supporting First Nations people in their quest for decolonisation and sovereignty.

# CONTENTS

Acknowledgement of Country	ii
A word from our CEO	1
<b>The DRUM</b> survey – young people	4
<b>The DRUM</b> survey – staff	7
<b>The DRUM's</b> City of Melbourne youth programs	12
<b>The DRUM</b> key performance indicators	25
<b>The DRUM</b> program stats and facts	30
Supporting partnerships, donors and supporters	33
<b>The DRUM</b> – meet our team	35
Funders and partners list	40
Community engagement and community partners	41
Connect with us	42

# A word from our CEO, Karen Field

## » Thinking about young people who live work and play across the City of Melbourne

Public health has been such a focus, perhaps even an entirely new concept for some, over the past two years due to the pandemic. At the DRUM we had long embraced this framework to help shape our work and provide the best responses to all we support – including our young people – always in the context of their families and communities. For decades the research evidence has told us that positive home environments, pro-social connections to school and peers, and feeling a sense of belonging goes a long way in ameliorating life's inevitable ups and downs. For decades the research evidence has told us – and young people too – that positive home environments, pro-social connections to school and peers, and feeling a sense of belonging goes a long way in ameliorating life's inevitable ups and downs.

Furthermore, it has been our work amplifying the voices of young people over many years which continues to improve and evolve. This occurs via our commitment to co-design, our partnerships with local governments, such as the City of Melbourne, and in response to what young people and their families tell us themselves.

However, the last two years changed everything for everyone, and more so for many in our communities who already had to contend with far more than the usual developmental milestones.

The pandemic and its rolling lockdowns deeply disrupted our clients' lives and still has far-reaching impacts on young people's connections to their peers, school and employment pathways. Many of the young people we work with also experienced further harms – both in the community, with many marginalised by discriminatory/racially based policing responses, and in public housing estates, for those living in crowded and stressful conditions. The DRUM team have seen a far greater presentation of families in distress due to income and housing insecurity in the past year. This resulted in far greater numbers of young people and families requesting help due to family conflict, violence, housing, and poverty, which only exacerbated issues like substance misuse and poorer mental health.

Throughout, the DRUM service was there to maintain these essential and important connections to young people, and we continued to run our face-to-face programs whenever it was viable to do so, even when the rest of





Drummond Street Services staff were working from home. We extend our genuine appreciation to our team of committed youth practitioners who continued to provide much needed practical and emotional support – whether this was by providing important health information, community and systems navigation or by providing a safe space for young people to feel heard and connected. Many young people shared with us that going to program each week was a highlight and the only thing that kept them feeling connected and valued.

In this next phase, we know that many young people want to reconnect and recoup the opportunities they may feel they have missed or deferred. However, for some young people this will not be so easy – despite their resilience, creativity, energy and drive. We have some exciting plans for the coming year that will see young people enjoying nature and taking up a range of new opportunities within City of Melbourne and beyond.

It is in this context that Drummond Street, working alongside our community partners and young people themselves, must continue to move at pace and invest more time and resources to help young people recover and rediscover themselves in our continuously changing environment.

We also need to increase our advocacy on behalf of these young people, to ensure the great health inequalities we observed during COVID-19 times do not repeat themselves. Additionally, we need to continue our universal engagement and preventative efforts to ensure young people can reach out to local supports when needed. Along with amping up our collaborative efforts and applying an intersectional and place-based lens to our collective work, we need to guarantee that all young people – irrespective of their identities and different lived experiences – do not continue to defer their own dreams or their own potential. As this pandemic has taught us – nothing is certain, but it is our role to make a positive and active difference to the young people we directly support. As many of them have shown us – if they have the safe spaces, equity in opportunities, validation and encouragement, they can go far.

Thank you to our hard working, creative, caring team at the DRUM, led by Marie Iafeta. We appreciate your commitment.

Warm regards



**Karen Field**  
Chief Executive Officer  
Drummond Street Services



# The DRUM survey [young people]

## Satisfaction surveys

42

### A recent snapshot:

Young people who attend the DRUM programs completed an anonymous survey to provide feedback as part of our commitment to genuine co-design. This survey was disseminated via the DRUM staff, who encouraged young people who attended programs over this period to complete it in-program. A QR code was created to help young people to complete the form online, however the young people also used printed out paper forms.

The surveys asked young people about their level of general satisfaction with the DRUM, as well as:

- » what they most liked about the DRUM
- » which activities they wanted to have
- » what supports they would be interested in?

## What young people told us about the DRUM

The survey responses suggested that the programs run by **the DRUM** have had an influence on building and strengthening the relationships between young people. A significant majority of young people reflected on how the programs run by the DRUM were a gateway to meeting new people and forming new friendships.

"Catch up with mates to have fun in a safe space."

"I like that we get to work with other people, and we get to do fun activities."

"I like the DRUM staff, the food, games and being able to be around my friends and other people."

The programs offer significant opportunities to learn social and broader life skills and emphasise the importance of companionship, community and belonging.

"The studio at North Melbourne and at Kathleen Syme and the soccer at YMCA Carlton Baths."

This can also be illustrated through the common thread of 'meeting new people' that young people reflected on as being a positive about the programs being run at the DRUM.

The comments given by young people about the DRUM programs included "fun", "amazing", "cool", "interesting and exciting". This highlights how the programs were beneficial for shifting the energies of young people throughout the week as they look forward to their programs.

"Program is fun and AMAZING."

"I like the DRUM staff, the food, games and being able to be around my friends and other people."

Throughout the reflections, young people were encouraged to give feedback on what they would like to see more of from the DRUM programs, with a large majority commenting on new activities and excursions throughout Victoria.

"We are always active and we always come together as a community and friends."

"They are very welcoming and organise fun activities. They create a safe space for QTPOC and support us in many ways."

This can be an indicator on how COVID-19 has shifted the perspectives for young people to make most of their physical surroundings while they can.

Of our survey respondents, 80 percent identified that connecting socially was the main thing they appreciated about being part of the DRUM. They made comments including:

"Catch up with mates to have fun in a safe space."

All survey respondents agreed that lockdowns and COVID restrictions have had an added stressful impact on their families, which in turn has made for some tension in the home.

"I like consistently having fun activities to do with queer space and invisible, I like coming and feeling like everything has been planned well, planned with attendees in mind."

"We have our own space."

Some of the favourite memories young people identified:

"We went to Bounce, getting to jump off the trampoline cliff."

"The self-care was fun because there was bracelet making and face masks."

"I came up with a good idea for games and everyone liked it."

"Making the mural."

"When we had the workshop with the lawyers."

"When we had our first studio session at Kathleen Syme."

"DJ workshop!!"

"I came up with a good idea for games and everyone liked it."



When we asked how we can make improvements to our youth programs:

"Get a coach in to teach basketball."

"Nothing it was amazing."

"More food and longer time."

"More activities."

We have taken on the feedback and have already commenced implementing improvements – we have a basketballer who volunteers to coach the basketball program, we have increased the programs and implemented new activities that young people have identified and, of course, we have increased the foods available at program. Overall with the feedback received we have gained a 4.6 average rating in programs.



We had a 4.79 average rating in the overall experience with the DRUM team.



## What young people told us they're looking forward to

The survey ended by asking young people what they were most looking forward to in the future. The majority emphasised "meeting new people and going new places". One young person expressed how they are enjoying a "bigger space at the DRUM so more people can come" which demonstrates both the resilience and strength instilled within the young people at the DRUM in being optimistic about the future, despite what has occurred in the past year.

The level of satisfaction was 91 percent, and 95 percent said they felt good about themselves when attending the program.

## What young people told us they need

Young people's needs included (listed in no particular order):

- » social connection opportunities
- » continuing to be able to connect via online means
- » running face-to-face community events
- » strong advocacy and support
- » more one-on-one supports
- » some mental health education (helping friends) and leading health promoting initiatives (bush walking and camping)
- » coping strategies with reconnecting
- » opportunities to meet in a space that feels like theirs and projects to make a change in their environments.



# The DRUM survey [staff]

Our staff survey asked:

- » the biggest struggles they saw for young people
- » how young people dealt with these challenges
- » what program participants missed out on
- » what young people wanted more of going forward
- » what government, schools, communities and families could do for young people or with young people
- » what they felt most positive about?

## What staff told us about young people they worked with

We have seen a lot of financial difficulties within families stemming from things like the Coronavirus Supplement being removed, the completion of JobKeeper payments, and under/unemployment due to COVID-19 restrictions and lockdowns. With the continued number of illnesses, we have seen our young people continue to miss periods of schooling – a major issue which resulted in isolation from community, friends and family – plus instability and changes within routines that increased stress for young people.

Since the restrictions have finished and we are coming to terms with a new COVID-19 normal we have seen a large increase in the numbers of participants for programs. With this, young people have continued to rebuild relationships within the team, leading to more disclosures of family distress, and increased levels of support.

This past year has been challenging for young people from the public housing estate. It is clear with the feedback that there appears to be a lack of trust from young people toward the mainstream media, some social media outlets, health authorities they do not know, and police and an overall a lack of trust in the community. This has been observed with young people and the team identifying the need for increased supports relating to:

- » Food supports
- » Parenting supports
- » Schooling supports
- » Increased behavioural supports for young people.

When staff were asked **'What achievements have you seen over the past year in youth services?'**, they responded that they saw:

- » an increase in the number of participants
- » increased confidence of young people
- » inclusion across cultures, religion and gender within the programs
- » increase in co-design led programs
- » increased number of participants in co-design led programs.

Staff identified some of their proudest moments:

"Seeing young people self-managing and showing respect to new staff members."

"During one of the painting workshops, I witness the young people express their feeling while painting. The young people make me very proud of what I am doing."

"The end of year block party last year felt like a special celebration of all the young people had achieved post lockdowns."

"The proudest moment I have is when a young person came to me and apologised' – this related to the young person's behaviour at the time, however the young person recognised a level of disrespect."

It is clear that more resources will be needed to support some of the most vulnerable people within our community going forward in the pandemic, whilst ensuring practical supports and resources are available.

Young people continue to cope with the challenges they are facing by utilising the support of their peers, families, and the DRUM to support service navigation.

Common feelings young people expressed to DRUM staff included a sense of excitement about programs and events and reconnecting with friends.

## Looking ahead to the future

Looking ahead, the young people have expressed that they would like more school holiday programs and similar excursion activities during regular programs. Activities such as skateboarding, and stencil art workshops received lots of praise during feedback sessions with the young people.

We know our program participants need to be regularly informed about the potential for a change in programs and circumstances. They need support to stay connected with their peers, and their education and community support services.



## Government

Governments can ensure adequate housing needs are met whilst recognising the considerable risks to families that exist on the public housing estates. Governments can provide further support by providing adequate funding to youth work organisations and youth-led programs, and by co-creating youth-led systemic changes that utilise the feedback and skills of young people, therefore increasing young experiences and opportunities. These opportunities may be within government organisations or through provision of accessible financial assistance, and it would be good to ensure bureaucratic systems are simpler to navigate and access, with increased service options for the middle and younger years, who are often limited with service pathways due to availability. The DRUM staff are very aware of the major issues that families, many headed by sole females, have in terms of the level of community safety on the estates. Drummond Street would like the state governments to take on their responsibility of providing safe and healthy public housing and this will be a major advocacy focus in the coming year.

It is also recognised, with the challenges operating youth programs within public housing estates and the level of supervision required to support safe programs, that there are often situations that unfold on the public housing estates that are not seen in other locations, such as:

- » police raids
- » stabbing and shootings
- » youth rivalries
- » poor youth/police relations for certain groups.









## Community residents

Community residents can lead by example. They need to ensure young people are stimulated and encouraged, with healthy risk-taking activities and supports, and provide spaces that are youth-led and co-created where young people can feel a sense of ownership over the space. We encourage residents to contact us or other supports when they need assistance.

## Parents, teachers and carers

Parents, teachers and carers can provide consistent support, ensure preventative measures are being put into place, check in regularly on the mental health of young people, listen more, and be honest and real about uncertainties in the future (for example, ongoing home schooling).

## Young people

Young people can provide consistent support to their peers through regular check-ins, encouragement to attend youth spaces, and holding their peers accountable for mistakes without the unnecessary involvement of authority figures.

## How staff feel about the future

The young people that attend the DRUM's programs have showed an amazing level of resilience and drive through an incredibly challenging few years. Their positive attitudes have been so inspiring, and this makes us feel positive about working alongside young people who are committed to their growth and connecting within their community regardless of the circumstances they're facing. Additionally, young people continue to show a deep commitment to social justice issues and are open to change to achieve a more inclusive environment.

## Future vision

We hope, with the increased need for support identified, that the DRUM is able to increase program delivery through the week, as well as continue to offer a safe space for young people to connect and develop skills, and that we can continue to offer supports and increase overall help seeking behaviours.

# The DRUM's City of Melbourne youth programs

The DRUM team continued to run co- designed early intervention programs during the school term and each school holiday period. In alignment with our co-design model, young people plan, guide and participate in the program development, delivery and evaluation cycle.

## Program Logic:

Objectives:

- » To use place-based approach and assertive engagement activities to meaningfully support young people (YP) and families experiencing structural forms of disadvantage.
- » To enhance safety through providing safe places, relationships and opportunities for young people (YP) to grow, learn and lead.
- » To work alongside young people (YP) to elevate their voices in advocating against structural disadvantage.

<b>Inputs</b>	<ul style="list-style-type: none"> <li>» Multicultural team - including youth peer leaders</li> <li>» Volunteers</li> <li>» Student placements</li> <li>» Young people</li> <li>» Infrastructure</li> </ul>	<ul style="list-style-type: none"> <li>» Resources</li> <li>» Collaborative service and corporate partnerships</li> <li>» Funding</li> <li>» Drummond Street broader services</li> <li>» Co-design committee</li> </ul>
<b>Activities</b>	<ul style="list-style-type: none"> <li>» Case work and individual support</li> <li>» Young people are invited to identify their goals and begin to work toward them</li> <li>» Young people offered paid opportunities to facilitate various sessions which provide work experience and possible employment pathways</li> <li>» Young people involved in developing their support plan</li> <li>» Young people provided with skills to help and/or maintain wellbeing</li> <li>» Young people are referred to other appropriate services as needed</li> <li>» Young people involved in co-designed activities to contribute to the design of their programs</li> </ul>	<ul style="list-style-type: none"> <li>» Programs delivered by and for young people across inner-north and west Melbourne, for example:               <ul style="list-style-type: none"> <li>• Underground Women's program</li> <li>• Young Men's program</li> <li>• Leadership committee</li> <li>• The Boys Group+ The Venny</li> <li>• Parent committee</li> <li>• Music program</li> <li>• Holiday program</li> </ul> </li> <li>» Provide opportunities for families/ parents/carers with psychoeducation and tools to promote young person and family wellbeing</li> <li>» Advocacy</li> <li>» Evaluation of services</li> </ul>

<p><b>Short term outcomes</b> (immediate)</p>	<ul style="list-style-type: none"> <li>» Young people feel a sense of ownership of program design and delivery</li> <li>» Young people have conversations that matter to them</li> <li>» Young people are exposed to different backgrounds and experiences of other young people, which challenges stigma and leads to new relationships</li> <li>» Young people feel comfortable in diverse social interactions</li> <li>» Young people develop relationship skills through activities with their peers, peer leaders and staff</li> <li>» Young people begin to develop skills (life skills, team skills, relationship skills, work skills, leadership skills, etc.).</li> </ul>	<ul style="list-style-type: none"> <li>» Youth voices are elevated to promote change.</li> <li>» Consistent service delivery builds trust and provides young people with opportunities to be heard, seen, nourished and lead.</li> <li>» Young people are exposed to healthy coping strategies and positive help-seeking techniques, via staff modelling and program content</li> <li>» Young people have meaningful employment opportunities.</li> <li>» Our workforce reflects the communities we serve.</li> <li>» Parents/carers are connecting with others with shared experiences of parenting young people and are aware of services available to their families</li> </ul>
<p><b>End of service term outcomes</b> (these are what we measure)</p> <p>What we see change in the young people by the end of their engagement</p>	<ul style="list-style-type: none"> <li>» Young people have improved knowledge of social systems and the ability to question and challenge discrimination and embedded social norms.</li> <li>» Enhanced emotional management</li> <li>» Improved communication skills</li> <li>» Improved interpersonal relationships</li> <li>» Expanded positive social networks</li> <li>» Enhanced problem-solving skills</li> <li>» Increased understanding of personal agency.</li> <li>» Mastery of things that matter to the young person</li> <li>» Ability to articulate and advocate for themselves</li> </ul>	<ul style="list-style-type: none"> <li>» Young people starting to feel confident to lead, feel listened to, respected, valued</li> <li>» Increased ability and willingness to seek and engage with support again when/if needed</li> <li>» Young people have a sense of achievement through the role they have played in co-design and delivery</li> <li>» Increased confidence for positive risk taking (trying new things)</li> <li>» Re-established trust within the community, increased service navigation.</li> <li>» Trust built and the knowledge of where to find services that fit them</li> <li>» Consistent service delivery builds trust and engagement with families and enhances family level protective factors (and reduces risk factors)</li> </ul>
<p><b>Long term outcomes</b> (these are what we assume will happen if the end of service outcomes happen – we don't measure these)</p>	<ul style="list-style-type: none"> <li>» Young people have confidence and skills to contributed to their communities (addressing structural inequalities)</li> <li>» Young people become positive role models in their community</li> <li>» Young people have long term career opportunities.</li> <li>» Young people and their families have positive risk seeking behaviours.</li> <li>» Advocacy efforts reduce discrimination and structural inequalities.</li> <li>» Improved community cohesion</li> <li>» Increased leadership and pride in the young person's community</li> <li>» Reduction of stigma and prejudice in the wider community</li> </ul>	



## Our popular City of Melbourne funded programs include:

**Underground Women's Program** (Carlton and North Melbourne) – a weekly program that engages Carlton Baths and North Melbourne Community Centre. The program engages young people aged 12–25 in youth-led activities and projects. The design of this program is to create a safe space for young women from diverse backgrounds and provide a safe space to meet where they are the center of the program.

**Underground Men's Program** (Carlton and North Melbourne) – a weekly program that engages Carlton Baths and North Melbourne Community Centre. The program engages young men aged 12–25 in a range of youth-led activities and projects. The design of this program is to create a safe space where young men can engage in identified activities in a gender specific area.

**Kathleen Syme** (Carlton) – a weekly program, that engages the use of the Kathleen Syme library. The space has been designed in collaboration with young people and the library team and is intended to not only provide young people with state-of-the-art facilities but also increase youth engagement at the library.

**Music Program** (North Melbourne) – a weekly program, located at the north Melbourne Community Centre. The program engages young people aged 12–25 and provides an opportunity to explore all things music. The aim of this program is to engage young people in an activity they have identified as an interest and utilise the newly formed relationships to bridge gaps in supports for young people while providing musical opportunities.

**School Transition Program** (Carlton) – this program operates towards the end of school terms and is partnered with Carlton Primary School Local Learning and Employment Network (LLEN) offering an opportunity to provide school supports such as laptops and provide information relating to transitioning to a higher level of school, what to expect and how to access supports.





## The DRUM programs – co-design

A big part of our programs is the co-design process. We adopted a range of methodologies to obtain feedback and gain a better understanding of what young people want, this included:

- » regular feedback
- » leadership committees
- » satisfaction surveys

Young people are at the centre of all design elements and program designs within the DRUM youth services, we facilitate not only regular opportunities for feedback, but we offer young people the opportunities to get involved in all aspects.

## Leadership committee

A leadership program where twelve young people apply and are chosen, this committee runs every three weeks from the Kathleen Syme Library. Youth Committee members attend regular meetings where discussions are held on how to be leaders, why they want to be leaders, how to lead on program, what supports are needed, program ideas and much more. Our Youth Committee are valued as a key part of the DRUM youth services and regular incentives and training opportunities are provided, along with paid opportunities such as mental health first aid training and taking on key roles at events such as planning, facilitating and designing.

## Parent committee

The DRUM has considered and recognises the relationship with parents and has extended our committees to now facilitating the parent committee. During these meetings we have had 18 parents attend and discuss their concerns and excitement in many areas of their young people's development. Challenges they have identified include:

- » violence on the public housing estate
- » not feeling safe with young people travelling to programs due to having belongings stolen
- » feeling a sense of disconnect to the DRUM programs during the previous lockdown and wanting to be more involved.

Strengths identified include:

- » parents identified wanting more supports
- » parents wanting to engage in the process at the DRUM
- » parents willing to attend ongoing bimonthly meetings.



# Youth and communities and social media reporting 2021–2022

## Underground Women's Program (North Melbourne and Carlton)

The past year has definitely seen challenges and successes. Firstly, the lockdowns reduced the numbers due to restrictions, illness and a clear struggle with young people reconnecting into programs with so many unknowns for young people and their families. At the beginning of the contract year, we provided both face-to-face activities and online activities to ensure young people remained engaged as much as possible. There were situations where some young people were vaccinated and had siblings that were not, who also wanted to attend – this was a challenging time for the DRUM as the restrictions meant that for a period of time we were unable to invite young people who did not have their vaccinations. We managed this by engaging in ongoing conversations with parents and young people offering supports to enhance the opportunity for young people to get vaccinated and by developing online groups.

The young people, with support from the team, established a GoFundMe page to raise money for movie tickets to plan for an event that they did not have the funds to access. We planned many activities throughout the year including art projects, sports days, cooking programs, and self-care, to name a few. The young women have an increased ability to articulate their concerns with the team, which was evidenced when the young women identified they did not feel comfortable when young men entered their

space. This example demonstrated a feeling of safety to discuss topics of concern for them and the issue was quickly remedied by moving space around to ensure the young women had their own space to feel safe and engage in fun activities they designed.

Through the year the Underground Women's Program saw an increase in numbers with every program that passed. The program offered an opportunity to extend support to young women as needed – for example, food supports, laptops for schooling and extra supporting managing social anxieties with attending the program.

With donations through the year, the young women have expressed enjoyment in trying on new clothes and being able to take them home, practicing their cooking skills making new types of food, and with the excursions in school holidays, which are always a hit.

Throughout the year we have seen the numbers of attendances drop from Carlton Underground Women's Program largely due to aging out and COVID-19 restrictions. With more promo work and stronger connections with local Carlton services, the DRUM team has managed to gain a steady increase in these numbers ensure a consistent program is available.

### Shout outs to:

Signal Arts

The Period Project

Parent committee



## Young Men's Program (North Melbourne and Carlton)

The Underground Men's Program saw similar challenges at the beginning of the contract with the restrictions of COVID-19, along with an increase in frustrations due to feelings of being treated differently than other community members. The young men discussed concerns of feeling racially profiled by local authorities and trust is slowly starting to rebuild, with a long way to go.

With consistent programs and clear advertising, numbers increased with every program, and Carlton has an increased growth rate in attendees and reflected enjoyment in sporting, music and the outdoors. One of the main concerns identified for the Carlton boys was not having their own space in Carlton – referencing the idea that the North Melbourne Boys 'get everything', and often referring to the increased accessibility of resources at the North Melbourne location. We have been working toward bridging this gap by increasing resources available to the young men in Carlton and offering new opportunities wherever possible.

The young men have engaged in the design of programs and highlighted the understanding of the law program and employment programs, most recently watching a documentary of a young African women migrating to Australia in the public housing estate. The young men expressed motivation and excitement with attending these programs and identified strengths being developed by engaging in them, such as job ready skills, a greater sense of self, and feeling confident with understanding their rights and responsibilities when being pulled aside by the police, which the young men identify as a common occurrence.

Recently the young men's programs have introduced basketball workshops, and personal training workshops and they continue with the steady favourites of PlayStation competitions, games nights, and art projects.



## Shout outs to:

- › African Kings – Mariam Koslay
- › Advocacy Co-Ordinator – Ilo Diaz
- › Inner Melbourne Community Legal
- › Young Australian People – Barry Berih
- › School Holiday Barber – Nba Barber 'Yousif Idris'



## Music Program

The Music Studio has been the DRUM's most challenging program. The program has seen a large group of older young men return to a program designed around all things music. We have seen complex and challenging behaviours and issues with respecting the equipment and property. Although we have seen the challenging aspects of this group, we have also seen young men return all stolen items, and apologise for challenging behaviour, and show what appears to be some insight on working with the DRUM team.

Within the music program we have seen and heard young people develop many songs from start to recording ready, with at least six songs released on YouTube and Spotify. Although there has been significant challenges there has also been skills gained, and young people using their talents with a possibility of making music a sustainable income source.

The young people have demonstrated some real talent with their music and continue to express that music is the only activity they wish to attend. With this said, we have provided opportunities to have DJ workshops, Ableton demonstrating how to use equipment, external music workshops at the Kathleen Syme studio, on rapping, etc. The young men continue to express an interest in attending music related programs.

Over the past year with the change in staff, it has become clear that a large number of our young men have had some experience within youth justice, this has reaffirmed the level of support required for this program and the need to always ensuring our most senior staff are available and can build strong relationships with the men.

The DRUM is in the process of changing rooms in the North Melbourne location to provide more space to the young men, as this was a request they have been making to ensure they can have all of the young people in the room at once to complete their music – all playing different roles and supporting the process. Until now this has been a challenge to facilitate as there have been restrictions on numbers in rooms and approval processes required to change the room.

The staff and young people continue to collaborate through open discussions around behaviour expectations, what they would like to see, and program ideas. We have engaged with a qualified personal trainer, the Youth Support and Advocacy Service (YSAS), and a legal advocacy co-ordinator, and provided CV and resume support to be able to meet, engage and communicate with our young men/people in an organic manner during these sporting activities. We have seen the direct impact of this approach with an increase in open conversations and an increase in referrals being made for individual supports. We have also identified an increase in young men from our program showing interest in volunteering, as well as applying to complete their study placement hours with The DRUM programs. This has been a result of the work staff completed with the young men in the previous quarter, listening to the needs and concerns that they have within their lives.

## Shout outs to:

- » Engage for funding that keeps young people engaged
- » FReeZa for funding programs that keep young people engaged
- » YMCA

## Kathleen Syme Library

The programs at Kathleen Syme commenced within this contract year. We have had young people support the design of the space and complete art murals for the walls. Overall, it has been a challenge to get young people to attend programs at Kathleen Syme Library however with the consistent programs and support of library staff, young people are not only attending programs regularly but also accessing the library outside of program hours.

Since our time at Kathleen Syme Library, we have created a garden out the front from full design and implementation, which was designed and facilitated by young people. The experience was exciting to watch and a young person recorded and created an edited video of how the garden went.

The space at the Kathleen Syme library continues to grow and change into an amazing youth space, where there is endless opportunities to utilise the amazing resources they have available.



## INDIVIDUAL SUPPORTS

The complexity of our supports have increased coming out of COVID-19 with our young people reintegrating back into society and navigating barriers that have risen over the past year. The DRUM has focused on providing guidance to access basic supports such as training information, mental health apps, check ins, future planning, financial supports, COVID-19 supports, school mediation, court supports and goal setting. We continue to explore referral pathways and connection with other supports as required by young people and the community.

What we have learnt over the past year is that there is a large number of young people that attend programs who have experienced complex trauma and who may not have the skills to cope or regulate their own emotions. This has been observed in the property destruction that has occurred when trying to provide a structured group or when staff have tried to challenge a behaviour.

### Shout Outs:

- » Cultivating Communities
- » Bunnings Brunswick
- » Yusuf (one of the winners of an online talent competition with the Drum) for video recording the co-design process over four sessions
- » Volunteers and student placements

## A STANDOUT STORY FOR INDIVIDUAL SUPPORT

A young person made a disclosure to the team during program stating they had nowhere to live. The DRUM team offered the young person supports in finding emergency accommodation however the situation became more complex.

The complexities included that the young person had:

- » just arrived in Melbourne, had been living with family in a domestic violence situation
  - » lost their passport
  - » engaged in sex work for an income
  - » alcohol and other drug challenges
  - » no phone
- Staff at the DRUM supported the young person by:
- » maintaining positive connections in a safe space without judgement
  - » supplying a working phone with credit to enhance scaffolding supports with service navigation
  - » supporting a referral to Frontyard Youth Services who located emergency housing
  - » supporting the young person with their CV as they highlighted that they did not wish to work in the current job
  - » supporting an online application for passport replacement
  - » providing food supports
  - » providing psychoeducation
  - » providing information about regulations to maintain a residential property
  - » supporting the young person with self-care
  - » conducting post-crisis check-ins.

### Outcome:

- » The outcome of this situation was the young person was able to find stable accommodation, explore new possibilities and safer employment opportunities, and maintain friendships. This young person still visits from time to time.

More good news stories include the strong relationships built within the community and with young people. For more details on the individual supports please refer to the DRUM program stats and facts section on page 30.

## QUEERSPACE

Queerspace youth has had an eventful year. It has been difficult re-engaging young people back into the community and programs post COVID-19, however we continue to increase program numbers and attendance within our activities. We have achieved a lot over the past year including:

- » ten sessions of the QTIPOC support groups with Shukura
- » eight combined Wednesday programs for students after school
- » seven stalls with other community festivals/organisations
- » one clothes swap partnered with Moreland Youth
- » four school visits to hang out with their Pride Groups during lunchtime
- » sixteen partnerships with collectives/ external facilitators who are a part of community
- » one research collaboration with Orygen and Melb Uni

Our most popular programs were the beginner Auslan class and the tea making workshop with sixteen attendees!

Our challenges were mainly focused on keeping young people engaged whilst we did program online. Varying responses about challenges included:

- » young people living at home and not being out to their family
- » young people having limited internet access

- » hours didn't work for young people while in lockdown
- » young people with no access to laptops or a good quality phone.

Even though we started off the financial year in lockdown, we also produced over 80 care packs that we delivered to local young people (who missed us and didn't have capacity to come through online). These had three themes, art, puzzles or food. We packed them full of things that could entertain folks until we were out of lockdown. Before we came out of lockdown, we also teamed up with Alexandra Florals and did a 'You got this' floral and gift drop off to nurses and those in isolation. We handed out 40 of these packs and have received many thanks from the recipients.

We attended Midsumma again with a stall with Queerspace, where we handed out updated details about our program, well-being information and the new stickers we had.

Our team also had its first actual donations in the last year. We received donations to help with the care packs that we handed out. We also saw an influx of high school students being referred to us as they were attending and engaging with our online content since they too were in lockdown. When we moved into IRL (in real life) programming, we were being approached by school nurses and guidance counsellors to attend their schools to engage with their students. We attended their International Against Homophobia, Biphobia and Transphobia (IDAHOBIT) day,

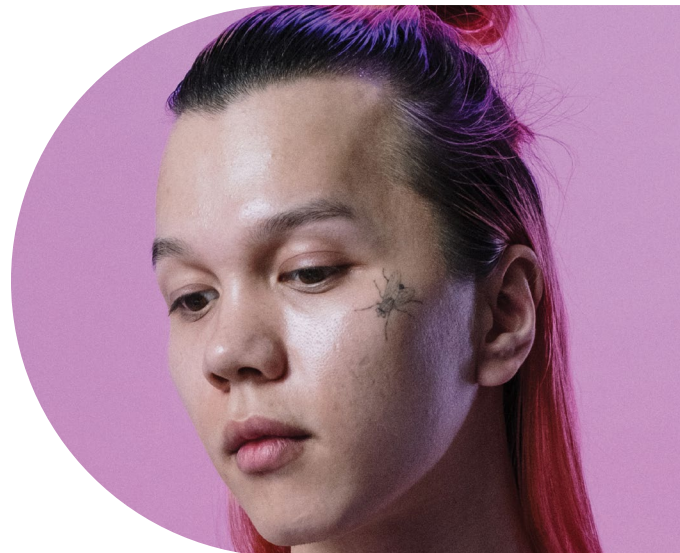


as well as various pride groups that would meet during their lunchtime, to guide them on how to facilitate and fundraise for their peers.

Finally, due to being successful in a lesbian, gay, bisexual, transgender, intersex, queer/questioning, asexual+ (LGBTQIA+) capacity building grant, we were able to offer individual support to young people outside of program. This mean catching up one-on-one to chat all things school, relationships, being queer and their gender identity. Over the ten months:

- » we engaged 36 clients
- » some had full six sessions, others only needed one to two sessions
- » over half of the clients were from culturally and linguistically diverse (CALD) backgrounds
- » they have now been referred on to external pathways of support.

To wrap up an ever-changing year, we were successful in two other grants, which meant we could support a pair of young QTIPOC folk to create their very first cooking show We Eatn' Good which is now being screened at the Multicultural Arts Vic launch. We were also successful in a Bendigo community grant, so we could film and edit three workshop videos with community members [make up, gardening and herbal remedies/yoga].



### Shout outs to:

GiveOUT day

Fitzroy Pride footy club

open.seen

## The DRUM trends over the year

In general, our participants were focused on the following issues and trends.

Ongoing knife crime in the area and surrounding communities has created conflict between North Melbourne and Carlton young men with disclosures from young men feeling unsafe on the public housing estates.

Increased motivation for work experience and employment opportunities, including support for learners' licence testing and traffic control course.

Increased interest in sourcing employment, and volunteer work being requested by young people and facilitated by our programs.

Supports required to access vaccinations.

Property damage in the music space and gaming room challenges where a replacement TV was required, as well as a new microphone and cables.

Continued expression of interest in music and increasing the size of the space.

Challenging behaviours on location with young men relating to vaping, property damage and abusive behaviours towards YMCA staff after our programs are finished.

Building and rebuilding of relationships between staff and young people in the programs.

### INSTAGRAM



Over the year we had **2,665** likes and over **30,000** impressions

We did **107** stories which reached **9,361** people

Interesting to note there were **600** followers from Melbourne and that **270** followers were from other states

We had a high engagement rate of **95** people commenting on the posts throughout the year

## The DRUM Key performance indicators 2021–22

Key Performance Indicator	Outcome	Measure	Target	Achieved
<b>KPI 1</b> Programs are designed with young people and address their specific needs	Programming provided is safe and inclusive and meets the needs of young people	<b>1.1</b> Methodology for engaging young people and the co-design process, delivery locations and mechanisms for continuous improvement are established	By end of July 2022, included in Delivery Plan and approved by CoM	Achieved and ongoing. We continue to seek regular program feedback and provide safe spaces
	Programming provides opportunities for young people to contribute to and lead service and program development	<b>1.2</b> Full program plan is designed with input from young people	By end of June 2022, included in Delivery Plan and approved by CoM	We continue to co-design based on insta-polling, leadership committees, parent committees, surveys and verbal debrief as well as feedback to ensure young people are guiding the programs
		<b>1.3</b> Programs and activities have input from young people in the design, delivery and evaluation stages	100 percent of programs	
<b>KPI 2</b> Responsiveness, flexibility and Innovation	The changing needs of young people are identified and rapidly responded to as they arise	<b>2.1</b> Quarterly satisfaction survey is undertaken across a range of services and programs. Evidence gathered to inform practice, service and program changes, as required	Minimum 25 young people participate At least 85 percent satisfaction	Regular surveys continue to take place and increase in numbers. Target being met
		<b>2.2</b> A yearly needs/ aspirations survey of young people is undertaken. Evidence gathered to inform services/ programs in the next year's Annual Work Plan	At least 50 young people participate	Achieved and ongoing. At minimum 107 participants completed the needs/aspiration surveys in the year

Key Performance Indicator	Outcome	Measure	Target	Achieved
<b>KPI 3</b> Reconnection and Engagement (Refer to section 2.2 above)	Targeted services provided to vulnerable young people who are already disengaged from family, social supports, community, education and employment.	<b>3.1</b> Methodology for targeting services to young people who are already disengaged is established	By end of July 2018, included in Delivery Plan and approved by CoM	Achieved and ongoing. We have also continued to provide COVID-19 supports which are offered to young people and families impacted
		<b>3.2</b> Number of individual young people accessing services	38 per quarter	KPI met in each quarter: Quarter 1 – 182 Quarter 2 – 162 Quarter 3 – 220 Quarter 4 – 214 [Note, with COVID-19 and the consistent changes, the level of individual COVID-19 supports is not included]
		<b>3.3</b> Number of accesses across all services by young people	80 per quarter	Number of individual support sessions [accesses] 778
	Young people in the local community are aware of the support services available	<b>3.4</b> Plan to inform young people about services available is established	By end of July 2018, included in Delivery Plan and approved by CoM	The DRUM continually reviews our methods of promoting services within the community, we have ensured that calendars and flyers have been promoted online, with parents and young people, and sent to external services to promote



Key Performance Indicator	Outcome	Measure	Target	Achieved
<b>KPI 4</b> <b>Preventing Disengagement</b> We have increased our social media presence sign posting young people to opportunities and supports	Targeted programs and planned activities are provided to vulnerable young people who are at risk of disengagement from family, social supports, community, education, employment	<b>4.1</b> Methodology for targeting programs to young people who are at risk of disengagement is established	By end of July 2018, included in Delivery Plan and approved by CoM	Provided as part of the contract process. See page 52–63 of the contract/page 32–33 in the invitation to tender. This includes the prioritisation of: <ul style="list-style-type: none"> <li>» young people of colour</li> <li>» young public housing residents</li> <li>» LGBTQI+ young people</li> <li>» international students</li> </ul> Our prioritisation of young people from these backgrounds has continued. Adapting to the online environment, including partnering with grass roots organisations, community organisations and schools to ensure we continue to reach young people
		<b>4.2</b> Number of individual young people who attend programs	200 per quarter	Q1/2 and 3 target not met, still impacted by COVID-19  Q4 target met with 238 individual young people attending programs
		<b>4.3</b> Number of total attendances across all programs by young people	425 per quarter	As below  Well over this target
	Young people in the local community are aware of the programs available	<b>4.4</b> Plan to inform young people about services available is established	By end of July 2018 included in Delivery Plan and approved by COM	Our social media plan continues to evolve as we continue to work with young people to design the best methods of promotion

Key Performance Indicator	Outcome	Measure	Target	Achieved
<b>KPI 5</b> Municipal wide delivery  Prior to the outbreak of COVID-19 we had been delivering: <ul style="list-style-type: none"> <li>• two programs per week</li> <li>• in Carlton and North Melbourne</li> <li>• one program in Kensington with final plans for the second to commence in 2020</li> <li>• monthly queer identified events via (in)visible, Queerspace Youth and RisN English Language classes</li> </ul>	Programs and services are delivered consistently across the municipality according to established need	<b>5.1</b> Methodology for delivering a municipal wide youth service with a focus on Carlton, North Melbourne, Kensington and central city is established	By end of July 2018, included in Delivery Plan and approved by CoM	In the process of extending another program to Kensington, offering a drop in program for the young people of Kensington
		<b>5.2</b> Number of programs delivered at the agreed locations	Two programs delivered each week at Carlton, Kensington and North Melbourne, with additional CBD delivery on a needs basis	Two programs being delivered each week from Carlton and North Melbourne. One program currently being delivered in Kensington and in the final stages of implementing another program by Q2 in 2022–23
<b>KPI 6</b> Collaboration and partnership opportunities	Established partnerships with CoM youth focussed areas, external youth services, adjoining municipalities and other stakeholders to strengthen collaboration and provide opportunities to advocate for system change	<b>6.1</b> Opportunities for collaboration are identified and established in programming	Done by end of September 2018, included in Delivery Plan and approved by CoM	Partnerships have been instrumental to working effectively and efficiently during COVID-19.  We've been more active than ever: <ul style="list-style-type: none"> <li>» at the neighbourhood level</li> <li>» across organisations</li> <li>» within Drummond street</li> </ul>
		<b>6.2</b> Staffing plan is proposed	Staffing was varied in this period and at times we were short on staff so have increased our staffing options to provide adequate supervision of young people whilst at program	Initially provided as part of the contract process. See page 112 of the contract

Key Performance Indicator	Outcome	Measure	Target	Achieved
KPI 7 Youth empowerment	Young people have a voice in City of Melbourne initiatives and decision making	7.1 Develop an agreed upon process for a direct pathway for young people to contribute to City of Melbourne projects and decision making	Enhance young people's voice with community initiatives, providing a safe space where young people can share their views	Over the past year we have supported a high number of young people to attend community lead projects offering through thoughts and wishes
		7.2 Young people are supported to contribute to CoM decision making processes	Measure to be confirmed by end of 2022	Forthcoming as per contract KPIs



# The DRUM

## [program stats and facts]

Presenting concerns	Ages 12-17	Ages 18-25	Total
LGBTIQ+	4	76	80
Mental health	50	56	106
Housing	2	19	21
Legal	6	22	28
Education	52	29	81
Employment	4	65	69
Training	20	12	32
Financial	35	62	97
Family	43	44	87
Health	108	51	159
AOD		17	17
Isolation	61	43	104
Counselling	10	34	44
Family violence		5	5

### Number of COVID-19 supports offered to young people and families

- » Provided over 400 RATs
- » Provided \$100 food vouchers [Woolworths and Aldi]
- » 1200 care packs [face masks, RATs, stress balls, information]
- » Regular information on where to get vaccinated and where to locate additional financial supports
- » Regular check in calls to families
- » Deliveries to the home including baby formula and food, bottles
- » Cab vouchers provided to attend vaccinations appointments
- » Group information sessions
- » 'How to' sessions on MyGov application to get vaccination record

Total number of young people receiving individual supports

930

Total number of individual young people registered for programs for the year

645



## Referral pathways

Front Yard  
Launch  
YSAS  
Drummond Street, Family services  
The DRUM individual supports  
Berry Street counselling  
Child safety services, social workers  
Alfred CAHMS  
Royal Women's Hospital maternity, social workers  
Nourishing neighbours  
The Association for Children with a Disability  
NDIS  
Centrelink  
Foundation House  
Community law service  
Employment services

Number of programs run

This does not include holiday programs or events

313

Holiday programs and extra events

1569

Attendances to programs

4182

## Program locations

- » Kathleen Syme
- » Carlton Baths
- » The Venny
- » North Melbourne
- » CBD

## International students

Post COVID-19 the DRUM is slowly gaining participation with students as they slowly return to Australia for study.

We have reconnected and worked with five international students and recognise we have youth participants from other countries regular attending groups however don't offer the information that they were born in other countries.

## Special events we ran

Leadership groups get together  
Regular school holiday programs  
PlayStation competitions  
Youth consultations and co-design sessions  
Harmony Day  
Block parties  
Movie nights  
Real Youth Music Studio showcases and presentations  
Access to music studio session  
Sports events  
Cooking programs  
T-shirt design  
Safety discussions with BANH and the Neighbourhood Justice Centre  
16 weekly RYMS sessions were delivered  
One school holiday program was implemented  
Moon festival

## Top five reasons for seeking supports

- Mental health
- Financial
- Family issues
- School issues
- Behavioural changes

As social regulations decreased, we began to re-establish connections with young people and community increasing our program numbers at every program. We initially had some unregistered clients over the 12 months. They were young people who typically came along with their friends who were regulars of DRUM programs – this either lead to a registration or occasionally a young person would opt not to sign up.

Cultural backgrounds	Gender	Age
Australian African	488	Male 284 12–15 248
Egyptian	9	Female 194 15–18 287
Indonesian	16	Diverse 169 18+ 24
First Nations	20	Reflection: There are young people who may only attend holiday program. There has been an increase in engagement from young people who identify as Pacific Islander and Anglo Australian, which is included in 'other'. Note that young people may identify with one or more ethnicities.
Other	156	



## SUPPORTING PARTNERSHIPS, DONORS AND SUPPORTERS

As a part of Drummond Street services, the DRUM youth services has partnered with multiple services to ensure that young people within the community have an opportunity to access seamless pathways into accessing supports. This has not only supported referral pathways into the DRUM youth service but also into external services through the support of navigated services with not only young people but also with families.

The support of such programs means we are able to provide a youth service as part of a greater service, meeting young people at all ages and stages, creating a smoother pathway into the next stage of life with familiar people.

Programs being delivered from and supported by:

### The Venny

The Venny is a free communal backyard and safe space for children aged 5 to 16 located in JJ Holland Park, Kensington. The Venny has been in the park for over 40 years and has a rich history within the Kensington Community. It is a space where kids can engage in risk-taking play, creativity, and connectedness with other young people. The Venny supports children and families, helping to fill gaps in systems when they appear. The Venny connects with community, schools, support agencies, and families to provide a wrap-around support network.

The partnership formed with the Venny provided familiar faces, youth workers that are recognised across programs, ensuring the same information is shared with young people whilst supporting young people to engage in programs across locations, and increasing youth participation and engagement. The DRUM recognises and appreciates the Venny team for their ongoing support and commitment in a shared working relationship meeting the needs of young people.

### Kathleen Syme Library

The 139-year-old Kathleen Syme building in Carlton was transformed in 2015 into the area's first-of-its-kind creative, learning and community space.

The building is home to a comprehensive library, as well as learning and training rooms with a computer lab, recording studio, meeting rooms, community activity spaces, cafe and also free wifi.

The partnership formed with the Kathleen Syme Library ensures young people have access to the library resources and another space they can go free from distractions and place where they have many opportunities. Kathleen Syme Library has provide the DRUM with a space to co-locate to operate programs, creating a youth friendly space.

'I can't believe the DRUM has its own space at the library and I love the garden area too.'

## YMCA: Carlton Baths

The Carlton Baths is a recreation center available for all members of the community. They provide a wide range group fitness class's each week, and their 25-metre outdoor pool is open from October to April each year. Carlton Baths offers summer swimming lessons for all ages and abilities and facilitate a range of children's sporting and developmental programs in a safe and engaging environment.

The baths are located at 248 Rathdowne Street, Carlton.

The partnership that Carlton Baths has made with the DRUM is to offer space for regular programs to be operated out of the space. This ensures young people have access to the center and can access support from the DRUM team.

## City of Melbourne: SIGNAL

Signal Arts is a creative studio for young people 14 to 25 years located on Northbank in the heart of Melbourne.

The program offers young people the opportunity to work alongside professional artists in a collaborative way, through multi-artform workshops and mentoring.

Signal Arts provides emerging and established artists with opportunities and spaces for exploration, creation and presentation, online and in real life.

The partnership formed with Signal Arts ensures all young people have increased exposure to the amazing art programs on offer and the extra support over the holiday programs.

## YMCA: North Melbourne Community Centre

The north Melbourne Community Centre offers a wide range of programs for all community members.

The partnership with North Melbourne Community Centre, includes frequently used locations and different spaces to facilitate programs requested by young people – this partnership ensures young people have access to a safe space that is youth friendly in a community setting.





# The DRUM

## [meet our team]

**The DRUM** delivers programs for young people and communities connected to Collingwood and Richmond public housing estates. We also deliver individual based, and family supports.

### Helen Rimington

**General Manager of Youth and Community** [she/her pronouns]

Helen Rimington has worked at Drummond Street Services for over ten years. Helen has a background in mental health, youth work and psychology and is interested in promoting positive mental health in families. Her areas of expertise are parenting, families, young people, and she has been a senior manager and trainer at Drummond Street Services, most recently in the role of General Manager of Youth and Communities. Helen has worked for government, in early years, the youth sector and welfare and was a senior facilitator at both VicHealth, and Beyond Blue. Helen also has a Master of Education, a Graduate Diploma in Adolescent Health and mediation qualifications.

### Marie Iafeta

**Youth Service Manager** [she/her pronouns]

Marie utilises her experience co-developing, delivering, and coordinating innovative social change activities and campaigns to support and enable the work of the youth, community and the DRUM team. Drawing from her passion for working alongside young people deftly navigating structural barriers, and from theoretical knowledge from as a registered Social Worker, she remains committed to identifying and responding to these systemic challenges. Young people continue to inspire and teach her.



## Semir Imam

**Peer Leader** [he/him pronouns]

Semir is the Peer Leader for the Young Men's Program (North Melbourne and Carlton). Semir grew up in Eritrea and Egypt and moved to Melbourne as a teenager. Semir has strong connection and respect for the community he works in. Semir enjoys sports and can be found playing futsal on the weekends. His energy, sportsmanship and respect helps to build positive relationships within the programs.

## Lisa Bremner

**Senior Youth Development Practitioner** [she/her pronouns]

Lisa's role as Youth Team Co-Ordinator has her overseeing the DRUM team and creating relationships within the community. Lisa has a wealth of knowledge in complex behaviour management, case management and counselling support. Lisa enjoys engaging with sports, music and having a chat with the young people, giving them a voice and advocating for their needs.

## Samira Ibrahim

**Youth and Family Practitioner – Individual support** [she/her pronouns]

Samira is the Youth Development Practitioner for the Underground Women's Program (North Melbourne and Carlton). Her hobbies include boxing, reading and bike riding. She is passionate about making a positive difference in the lives of diverse young people by supporting, empowering and helping them overcome any barriers they may face with the goal of reaching their full potential through the DRUM!

## Nyea Pritchard

**Peer Leader** [she/her pronouns]

Nyea was previously in a student placement role and was successful in obtaining a part-time position offering supports to programs. Nyea is New Zealand born and a parent herself so comes to the team with a wealth of knowledge on parenting and understands the impacts and challenges parents may experience.

## Emma Levit

**Projects Leader** (she/her pronouns)

Emma is the Youth Projects Leader at The DRUM, working on exciting new activities and support services funded by Engage and FReeZA. Emma feels passionate about social justice, and community building through creating fun, accessible, and skill building programs for young people. Some of her favourite things include snowboarding, gardening, being creative, and getting out in nature.

## Akolda Bil

**Peer Leader** (he/him pronouns)

Akolda is an artist, youth worker and community leader of South Sudanese background. Akolda spent his early childhood living in Egypt before settling in Newcastle, NSW in 2003, later relocating to Fitzroy in Naarm/Melbourne in 2011. Akolda recently finished his Diploma in Community Services and is driven by a want to work side-by-side and empower young people. He wants to be a positive male role model for his community, something he lacked when he was growing up. For Akolda, music, art and connecting with community has been important for his personal development and this motivated him to pursue a career in youth work.

## Yaqub Hashi

**Peer Leader** (he/him pronouns)

Salam, Yaqub Hashi is a peer leader and comes from Somalia with Islam as his faith. Something Yaqub is passionate about is the betterment and empowerment of his community. As a young person, Yaqub believes it is important to all be involved in decision making and the planning of our future, which he believes will relate to how successful we will become. This is what motivates Yaqub to work at the DRUM.

## Hanianah Koslay

**Youth Development Practitioner** (he/him pronouns)

Han's role is Youth Development Practitioner for the Young Men's Program (North Melbourne and Carlton). His hobbies include traveling, reading and binge-watching TV shows. He has a strong passion for helping young people break out of marginalised settings. Han believes there is more than one way to reach desired pathways and is excited to use his skills to help.

## Mukhtar Mohamed-Saeed

**Senior Youth Development Practitioner** [he/him pronouns]

Mukhtar is very enthusiastic about giving back to his community [City of Yarra], through aiming to promote the wellbeing of all people within our society. Mukhtar aims to assist families within our society to value and accept their culture as he believes this is a special part of everyone. Mukhtar has worked for Drummond Street services for a number of years, assisting young families to build and strengthen their relationships through highlighting the importance of building family security and communication with themselves and their children at an early age. Mukhtar has volunteered and participated in work at CoHealth working with youth in North Melbourne, organising leisure events providing them with opportunities in areas of interest for them. In Mukhtar's spare time, he enjoys playing table tennis, cooking, and reading books with his kids.

## Bexx Djentuh-Davis

**Senior Youth Development Practitioner** [she/her pronouns]

Bexx is a Ghanian/Maori [Tainui, Ngati Maniapoto] woman from Aotearoa. For over more than six years, Bexx has curated and supported events around her community. A freelancer for events [stage managing, visual/digital editing, curator] working mostly with community groups, Bexx also co-founded ALTERITY collective and is a director for LISTEN.org. Bexx has prioritised QTPOC communities through engaging with topics of inclusion, accessibility and art practices. Bexx supports young people to connect with their people and wider community resources.

## Sunny Parker

**Peer Leader** [they/them pronouns]

Sunny is a queer, neurodivergent, non-binary trans man of colour passionate about empowering the voices of other queer, trans and gender-diverse young people and young people of colour, from all walks of neurodiversity. They aspire to do this through developing positive spaces and platforms for others to be seen and heard, assisting others with access to opportunities and resources, and supporting others through the development of strong relationships with peers and within the community. They are currently a Peer Leader of Queerspace Youth and Voicefest, and a former Student Placement with our team at [in]visible as well. In their spare time, they like weightlifting, playing video games, podcasts, singing and playing the guitar, and going out to see live music gigs.

## Korra Koperu

**Youth Peer Leader** [she/they/he pronouns]

Korra Koperu is a gender diverse 19-year-old Maori/Moriori (Ngati Moko Marae, Tapuika Iwi) person. Korra is the current Youth Peer Leader at [in] visible, which they have helped to facilitate groups through lockdown virtually and in-real-life programs. Korra started their advocacy journey for TGNB youth when they were 13, helping to navigate and dismantle systems that discriminated against and weren't made for TGNB young people, which is still an ongoing fight. Korra is passionate about their community and wants to collaborate with other QTIPoC young people to not only make sure we have a seat at the table but to re-arrange that table, which we are disproportionately excluded from. Outside of their role, Korra is passionate about continuing to learn more about their culture and decolonising themselves. They are currently on a journey of self-discovery and re-learning about themselves. They love videos games, makeup, fashion, art and plants.

## We would also like to thank our former team members for their hard work and commitment.

We thank them for their hard work in building connections in community, strengthening networks with other organisations and helping build a strong future for the DRUM and its participants in challenging times.

We did have some turnover of staff, like many non-profit organisations. Many people chose to change their work lives while adapting to COVID-19.

Special thanks to Sian, our previous Senior practitioner who moved away from Melbourne. We thank Sian for her strong commitment to community and the warmth she brought to program.

**Shukura Chapman**

**Mohamud Mohamud**  
[Peer Leader]

**Sian Thomson**

**Ayub Abdi-Barre**

## Thanks to our wonderful students:

**Henry Creaser**

**Natash McCallum**

**Lucia Boreel**

**Nyea Pritchard**

**Eman Fares**

**Jack Hurrell**



## Thanks to our volunteers and temporary contractors (specialists):

Luigi Chisenga

Harry Johns

Ror

Lowani

J-Verse

Steve Isaia

Nakier

Martha Nega

Hayden Giles

## FUNDERS AND PARTNERS LIST

### OUR PARTNERS

Riverslide                      Signal Arts  
 Hotham Mission              the Venny  
 Skate Victoria                YMCA

### OUR CHAMPIONS

Deka [interviewing politicians]  
 Sabrina [live from lockdown]  
 Khadija [hosting panel discussions]

### OUR BELIEVERS AND FEARLESS CHAMPIONS

Karen Field and Helen Rimington,  
 Drummond Street  
 Paula Butcher and the team at YMCA

### OUR FUNDERS

City of Melbourne  
 Engage funding from Department  
 of Premier and Cabinet  
 FReeZA funding from Department  
 of Premier and Cabinet

### OUR DONORS

Two Birds  
 Reclink  
 Helping Hoops  
 Ikea  
 Kensington Neighbourhood  
 House  
 Lush Northland, Lush  
 Melbourne Central and Lush  
 Southland  
 Nike  
 The Little Bookroom  
 Aesop  
 Nova Cinemas  
 Culture Kings  
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 Sony  
 Typo  
 Bunnings Warehouse  
 [Brunswick]  
 Bulleen Art and Gardens  
 Bikes 4 Life

## COMMUNITY ENGAGEMENT AND COMMUNITY PARTNERS

Australian Muslim Social Services

Baasto

Baker Boy

Queerspace Youth

Capital City Local Learning and Employment Network

Cultivating Communities

Recreation and Leisure Services Youth Network

CoHealth

Collarts

Department of Human Services Flemington

Kensington Legal Centre

Frontyard Youth Services

Good Cycles

Helping Hoops

High Rising Hip Hop

Inner Melbourne Community Legal

Inner West Children and Youth Network (formerly Kensington Children and Youth Committee)

Islamic Youth

Jesuit Social Services

Koorie Heritage Trust

Minus18

RiS'N

School Focused Youth Services SIGNAL

Spectrum Intersections

St Joseph's Flexible Learning Centre St Joseph's Primary School

Strong brother, strong sister youth org

Study Melbourne

The Push

The Wellington

Victorian Aboriginal Child Care Association

The Village

Visionary Images

Youthlaw

YMCA Kensington YSAS

Zoe Belle Gender Collective

Joshua Tavares

Koula Fotinos

Universal Studios



## CONNECT WITH US

We are evolving and working with how organisations and clients can contact us. The great thing about working with young people is they are extremely skilled and knowledgeable about connecting.

Please see our websites and social media for ways you can find us and some of the programs we run as well!

### Social media

#### The DRUM

<https://thedrum.ds.org.au/>

<https://www.facebook.com/theDRUMyouthservices/>

<https://www.instagram.com/theDRUMmelb/>

#### in]visible for young QTPoC

<https://www.facebook.com/invisibletheDRUM/>

<https://www.instagram.com/invisible.theDRUM/>

#### Queerspace youth

<https://www.facebook.com/queerspaceyouth/>

<https://www.instagram.com/queerspaceyouth/Voicefest>

## VoiceFest

<https://www.facebook.com/VOICEFESTdifferenceisstrength/>

<https://www.instagram.com/voicefest.theDRUM/>

## City of Melbourne

<https://www.melbourne.vic.gov.au/community/health-support-services/for-young-people/Pages/youth-support-services.aspx>

## Only in the Fam Instagram

<https://www.instagram.com/onlythefam.theDRUM/>







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