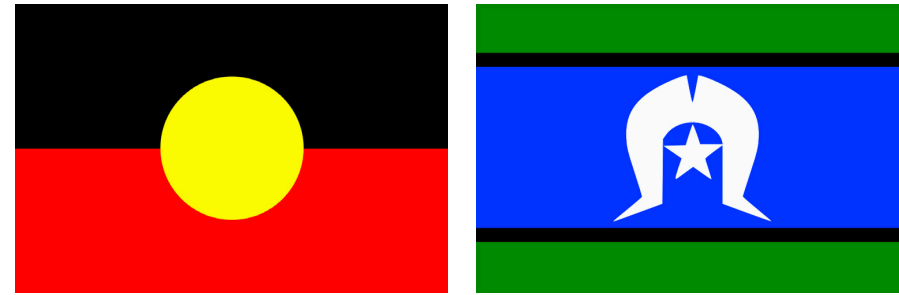




Empowered Together
2022/23 Strategic Plan

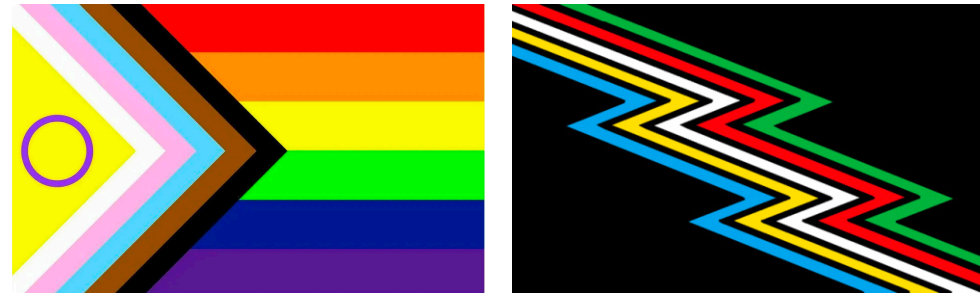


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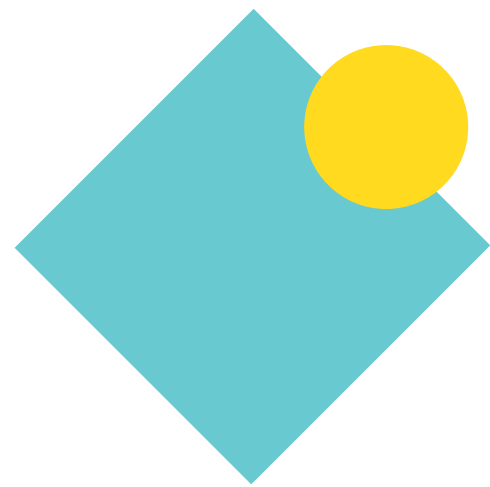
Acknowledgement of Country

Empowered Together wishes to acknowledge the First Nations people of the land on which we carry out our work, the Wurundjeri People of the Kulin Nations. We want to pay our respects to Elders of the community both past and present. Empowered Together is committed to honouring Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to Australian society.



Inclusion Statement

Empowered Together strives to create a diverse and inclusive working environment for all people. We celebrate and support the uniqueness that our volunteers and stakeholders bring to our organisation. We are committed to fostering a space where everyone can feel included, regardless of race, colour, culture, gender identity, sexual orientation or ability. Empowered Together is proud to express our commitment to showing respect for all and encouraging open collaboration and communication.



2022 CEO Statement

In 2022, Empowered Together formed a new leadership team. Laura Bannerman stepped into the Chief Operating Officer role, Caelun Xie as the Chief Financial Officer, Stephanie Krstevski as the interim Chief Marketing Officer, Sian Zigomanis retaining her position as Chief Relationships Officer (formerly Chief Schools Officer) and myself as the incoming Chief Executive Officer. Empowered Together is excited to bring a range of new perspectives to the organisation and explore some new avenues.

From 2022-23, Empowered Together will be driven by two core themes, Sustainability and Opportunities. Sustainability will ensure the longevity of our organisation, creating strong internal processes that ensure we can continue to deliver our innovative Consent 101 Workshop to schools across Melbourne. Opportunities will allow us to foster ideas and seek out new ventures beyond what we have worked on in the past several years.

It has been a challenging few years for Empowered Together. As an organisation, we have been heavily impacted by the COVID-19 pandemic. In the next year, we look forward to once again connecting with schools and facilitating consent education workshops for young people. We also endeavour to expand our operations and investigate a variety of new pathways, with the intention of making consent education more accessible to a more diverse audience.

We are so grateful for the foundations that our former executive team has laid down for us. It is thanks to their efforts that we have the ability to take on new challenges and strive for our ultimate goal in preventing the occurrence of sexual harm. We want to thank our wonderful team of young and bright volunteers whose ideas and ambition drive

Empowered Together forward. A special thanks to Mo Doan, our Graphic Design Lead, who designed our annual strategic plan. And a final thank you to our Executive team, Laura, Caelun, Steph and Sian whose ongoing efforts have built Empowered Together into a powerhouse for positive change.

From September 2022-23, Empowered Together's organisational goal is to reach more young people in a variety of diverse approaches. We are delighted to share our annual strategic plan with our followers, and we look forward most of all to implementing change in the world around to promote knowledge and confidence in the consent education and sexual harm prevention sector.

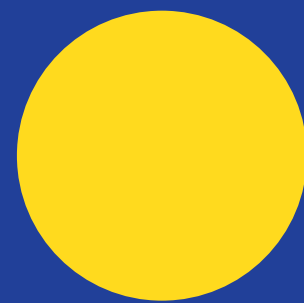
Empowered Together's vision is to live in a world where sexual integrity is respected and sexual assault is taken seriously. Together, as a group of passionate volunteers, we have the power to make a difference and build a society where this vision can come to fruition.

Courtney Aarons
Chief Executive Officer of Empowered Together



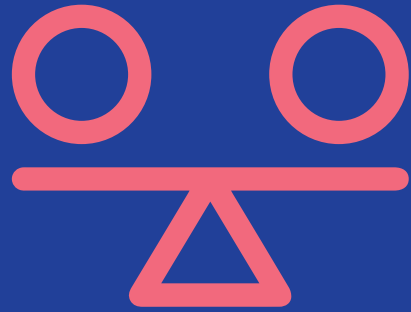
Annual Vision

From September 2022-23, we will reach more young people in a variety of diverse approaches.



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Under pinned by 2 key themes:



1. Sustainability

We will rejuvenate our workshops, online platforms and internal processes to ensure organisational stability.



Goal: Develop and strengthen existing processes and systems within each department



Goal: Improve volunteer engagement and satisfaction



Goal: Maintain strong relationships with stakeholders in order to continue to deliver high quality workshops



2. Opportunities

We will increase organisational capacity to enable us to become an integral part of the community, and continue to foster a positive internal culture.



Goal: Use our online platforms to connect and engage with a diversified audience and establish ourselves as thought leaders



Goal: Create new external opportunities for the organisation



Goal: Explore different avenues for new workshop development



Theme 1: Sustainability

We will rejuvenate our workshops, online platforms and internal processes to ensure organisational stability.

Theme 1: Sustainability

Goal: Develop and strengthen processes and systems within each department

Tasks	1	
Develop a comprehensive content management system to enable community engagement	1.1	Establish a workshop pricing model which demonstrates the quality and value of our offering 1.13
Strengthen training manuals	1.2	Establish pricing for new workshop model
Rejuvenate onboarding, performance management, training and offboarding systems and processes	1.3	Process documentation to ensure information is readily available for succession planning 1.14
Reduce our exposure to organisational risk through establishing a regular policy review cadence	1.4	Explore automation for relevant reporting metrics 1.15
Review IT process and investigate areas of improvement	1.5	
Establish a consistent tone of voice and approach for school outreach	1.6	
Streamline our internal finance and expense request processes	1.7	
Reset our internal reporting and operating rhythm to become more vision orientated, starting with our meeting structure and project management tools	1.8	
Volunteer availability calendar	1.9	
Establish a code of conduct that resonates with current and future volunteers	1.10	
Utilise Asana as a project management tool	1.11	
Establish and publish formal annual strategic plan	1.12	

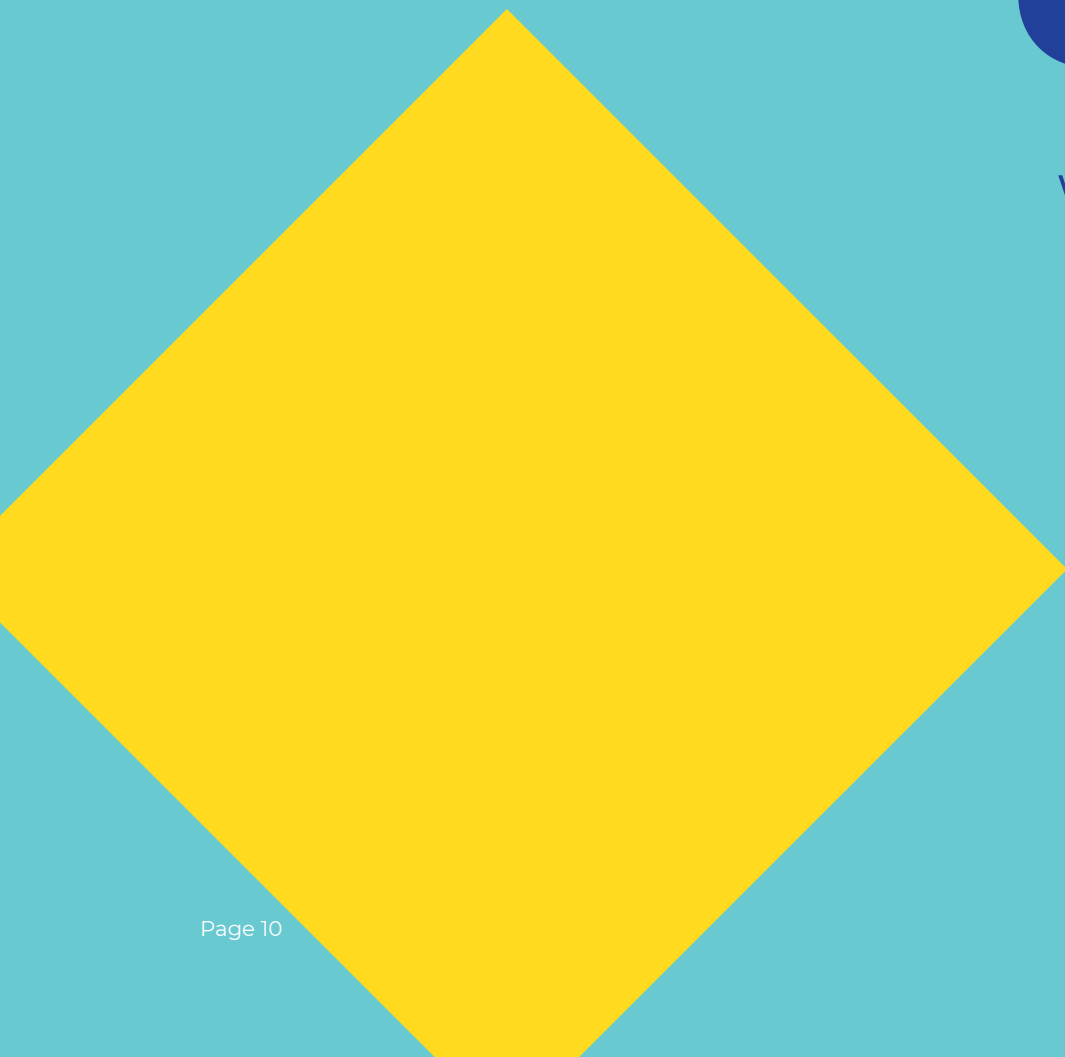
Theme 1: Sustainability

Goal: Improve volunteer engagement and satisfaction

Tasks	2
Conduct regular performance reviews across organisation	2.1
Establish a whole organisation meeting cadence to drive engagement, as well as more social check ins	2.2
Reimplementing Sunday session schedule	2.3
Implement biannual volunteer survey to pulse check engagement levels	2.4

Goal: Maintain strong relationships with stakeholders in order to continue to deliver high quality workshops

Tasks	3
Establish an advisory board featuring experts in our field	3.1
Report key information from schools re. Student numbers, feedback and statistics	3.2
Establish flow of communication between Empowered Together and clients via stakeholder engagement plan	3.3
Uphold high standard of client relationship management by maintaining CRM system	3.4
Actively advertising our partnerships with clients	3.5
Ensure our content remains relevant through annual focus groups for workshops	3.6
Maintain regular cadence of blog posting, social media posting and newsletter release	3.7



Theme 2:

Opportunities

We will increase organisational capacity to enable us to become an integral part of the community, and continue to foster a positive internal culture.

Theme 2: Opportunities

 **Goal: Use our online platforms to connect and engage with a diversified audience and establish ourselves as thought leaders**

Tasks	4
Create video guides to easily inform clients and the community to our purpose, vision and workshop model	4.1
Create FAQ page on website to offer further consent resources	4.2
Continue our commitment to engaging youth by entering the TikTok platform	4.3
Formulate website content strategy	4.4

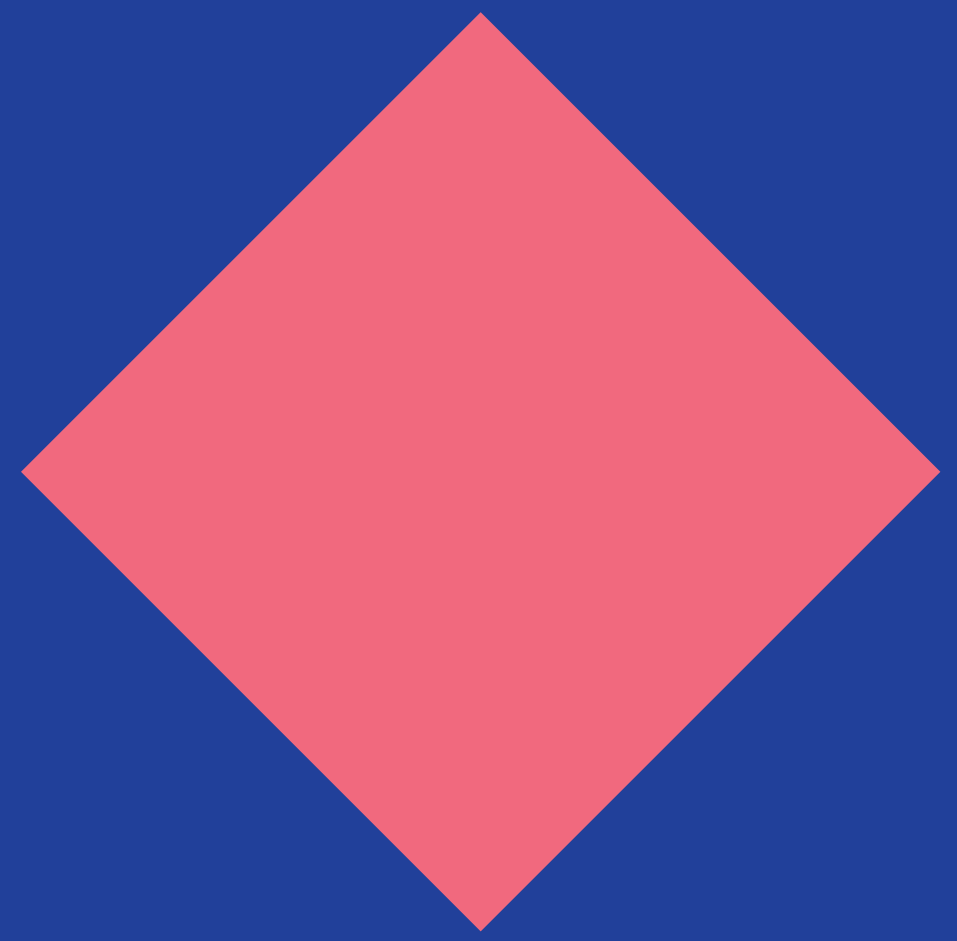
 **Goal: Create new opportunities for the organisation**

Tasks	5
Conduct regular knowledge sharing sessions	5.1
Establish a media outreach strategy	5.2
Investigate corporate sponsors/partnerships opportunities	5.3
Pursue training and development opportunities to upskill volunteers	5.4
Register on Harm Prevention Charities Register	5.5
Investigate DGR status	5.6
Diversify revenue streams by exploring grant opportunities	5.7
Establishing a network of peer-led organisations	5.8

Theme 2: Opportunities

Goal: Explore different avenues for new workshop development

Tasks	6
Conduct research to develop an appropriate workshop for junior high school students	6.1
Conduct research and strategic approach for the development of a tertiary workshop	6.2
Investigate strategic community engagement approach	6.3
Research the possibility of conducting online workshops and open online discussion sessions	6.4
Develop a business case for internship placements	6.5
Conduct desktop research into like-minded organisations to navigate areas for improvement in our own organisation	6.6



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