

MOUNT ISA

Youth Strategy 2023-2027



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ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the Kalkadoon people as the traditional owners of the Mount Isa region and pay our respects to their elders past, present and emerging.



MESSAGE FROM THE MAYOR AND COUNCIL

INDICATIVE ELEMENTS:

- Council's Vision and Mission
- Commitment to young people at the centre of our community, and a driving voice for the future
- Concept that this is not intended as a static, corporate document to sit on a shelf. It is absolutely a working document. This is a Strategy for young people to engage with and refine to develop content that is meaningful to them, in collaboration with Council, community leaders, the business community, educators, support services and other stakeholders
- Clear invitation for young people to jump in – introduce The Mount Isa Youth Collaborative
- Personal message



MESSAGES FROM YOUNG PEOPLE

The quotes are combined from multiple engagements with young people through the consultation process. They are not attributable to any one person and are designed to represent key themes.

“We are a close community and there are lots of people you can go to for support.”

“Everyone knows each other, so people look out for you.”

“You get lots of opportunities- especially through school and sport.”

“Schools support you with planning for your future. There are a lot of advantages in a rural location like Mount Isa- like scholarships to Uni and local job opportunities in the mine.”

“There is a sense of freedom growing up in Mount Isa.”

BUT

“We need safe places to go, especially after hours - after school and sports.”

“There is nowhere for young people to just hang out.”

“Alcohol and drug abuse is a serious problem.”

“We appreciate leadership from Community Leaders and our First Nations Elders.”

“We need clean and well maintained streets, parks and community spaces.”

“Young people need to have a voice, to have some genuine influence on decisions about things that matter to our future. And that’s most things.”



CALL TO ACTION

A shout-out to Mount Isa from our young people!

Our community needs a youth strategy that helps us make the most of our opportunities, and navigate through the challenges we face. We can't do it alone. That's why we're calling on all the amazing and caring Mount Isa people out there to join us in this mission. It requires everyone to come together for a new solution.

We need you to help us with the tools to thrive.

There's a lot of talented and energetic young people in Mount Isa. We really want to influence and contribute to a vibrant future in our home town. It's our future.

We're facing struggles like safe places to go, engaging things to do, out-of-hours support, finding jobs, maintaining good mental health, and the impacts of drug and alcohol misuse.

We know that there are people out there who want to help us succeed. We need bold leaders, all people in government, passionate advocates in non-profit organisations, inspiring elders, teachers and mentors, business leaders and caring community members to join us in this journey.

Together, we can create programs and solutions that address our biggest challenges and activate Mount Isa as a positive place of opportunity for young people. In return we will help our community thrive and build upon our cultural legacy for all.

So, please join us in this mission. Together, we can make a real difference and show everyone just how awesome Mount Isa can be!

Let's get started!

INTRODUCTION

“Youth is a significant time in our lives, when we transition from childhood to adulthood, and become socially, culturally and legally independent.”

Queensland Youth Strategy

Mount Isa is a family friendly city in outback North West Queensland. People are proud to grow up in and raise their children. It is a vibrant and multicultural, which attracts people from all corners of the globe to make this unique outback city their home.

For young people, Mount Isa is large enough to offer access to a full range of opportunities, including quality education, sporting variety, career pathways, cultural connections and a relaxed lifestyle, whilst small enough to feel visible. There is a strong sense of community that sees many people become residents for life.

The Mount Isa Youth Strategy 2023-2027 establishes a framework and actions to set up young people in Mount Isa for future success. It is a Youth Strategy for the region, the efforts of all are critical to its success and it is written in a style to connect with its audience.

Work to develop, establish and act on the Strategy is being led by the Mount Isa City Council, through a collaborative and holistic approach that includes extensive, ongoing consultation with more than 70 stakeholders and service providers, all levels of government and the broader Mount Isa community.

The Strategy places a strong emphasis on capturing and empowering the first-hand voice of young people in Mount Isa. Through the consultation process to develop the Strategy, a cross-section of young people have been engaged through a variety of methods that value their lived experience, concerns and aspirations.

There has been an explicit focus on representing the specific strengths and needs of First Nations young people. The Strategy acknowledges that First Nations youth are over-represented in high-risk behaviours and interactions with the justice system at a national, state and local level. In outlining and addressing the underlying issues, we recognise and support the importance of culture for First Nations young people.

Some of those things are not easy to hear or accept. They are complex issues that will require complex and sustained effort, and genuine changes to be made.

The young people that have been engaged in this process to date are a credit to the Mount Isa community. They are compassionate for their peers that face additional barriers, keen to counter the common stereotypes about young people in Mount Isa and want to help make the region an amazing place to live. They see possibilities for themselves both locally and far from home. They are resilient, optimistic about the future and want an opportunity to contribute to transforming their community for the better. Young people understand that some of their peers face additional economic, social and wellbeing barriers.

In recent years, reflecting similar trends in places across regional Australia and internationally, there has been a growing number of young people disengaging from school or paid work and there has been an increase in high-risk behaviour, such as youth crime, alcohol, drugs or other substances use and self-harm.

Beyond the direct impact on young people, the trend of youth disengagement from community life is negatively impacting the broader Mount Isa community and the perceived liveability of the region. The rise in youth crime has attracted significant local and national media attention, resulting in a range of implications for the community.

The Mount Isa Youth Strategy 2023-2027 builds on the public consultation for the Queensland Youth Strategy Discussion Paper 2022. It draws on the common themes, issues and strategies for young people across Queensland whilst acknowledging the subjective experience of young people in Mount Isa.

It is acknowledged that there are a lot of well-intentioned people who are supporting young people in the region. Mount Isa has a comprehensive network of Government, Not-For-Profit services and community to assist all youth. These services are designed to support young people into positive pathways, and help them realise their full potential to ensure they have access to the same opportunities as young people across Australia.

But our research shows there is more to be done.

The Mount Isa Youth Strategy references the Queensland Child and Youth Participation Framework. It is a participation and inclusion strategy that recognises young people at the centre of our community. It places priority on ensuring that the voices of our young people are heard, and have impact.

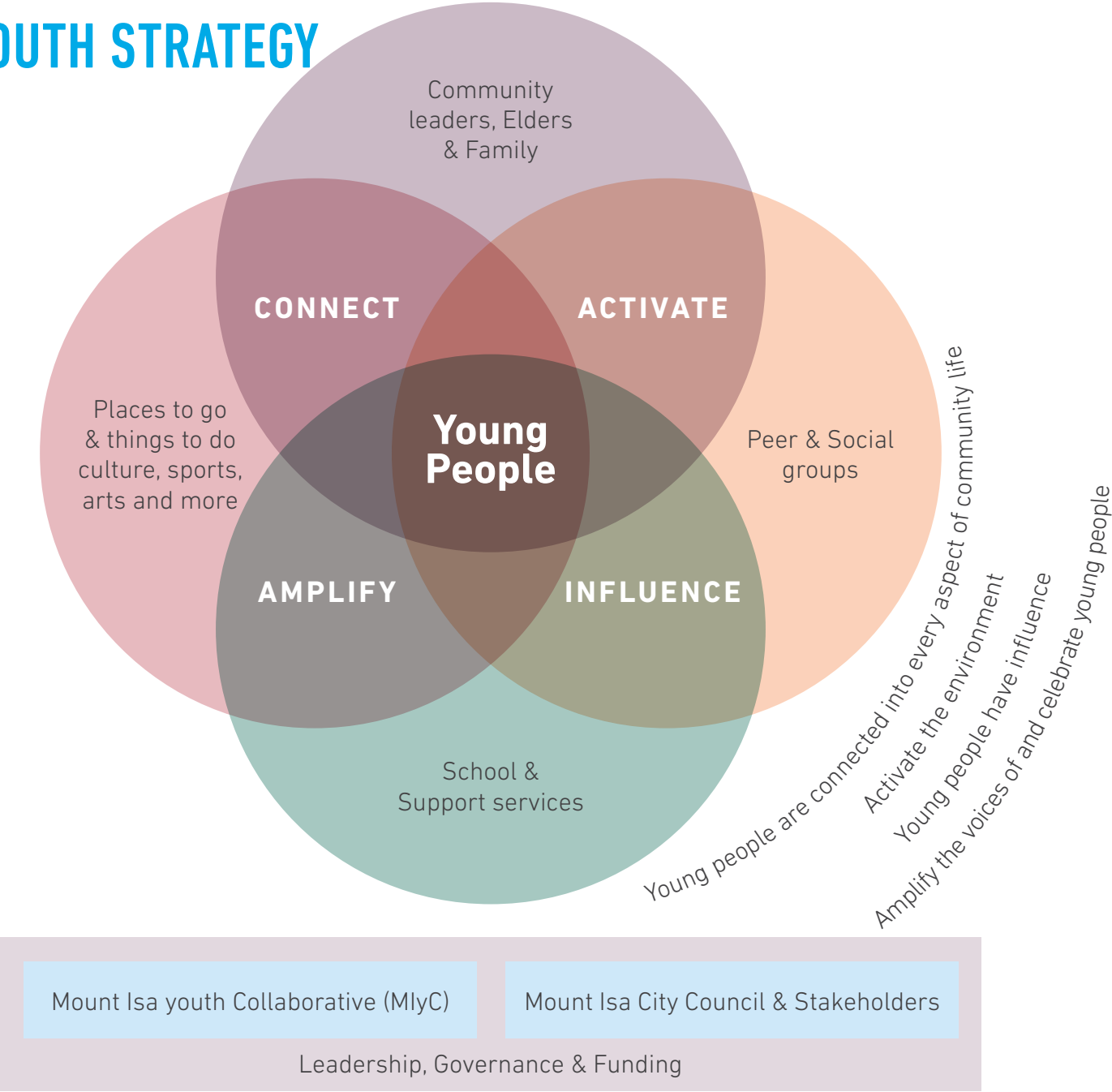
The Strategy also references the Icelandic Prevention Model, a comprehensive model for promoting healthy lifestyles among young people. It is based on the principle of enhancing the social environment through strong partnerships, building meaningful experiences, improving resilience and social connection. This model has been implemented in communities across the world, with outstanding measurable results, including reducing substance use and increasing positive lifestyle choices among youth.

The Strategy recognises that driving a better future for young people in Mount Isa requires the meaningful inclusion of young people in every aspect of civic life, including community governance and decision-making. It requires cohesion of programs and services, and support for the whole family unit.

We invite everyone to help us celebrate the positives of growing up in the Mount Isa Region, our culture and that together we help our young people thrive towards a vibrant future.

MOUNT ISA YOUTH STRATEGY 2023 TO 2027

MOUNT ISA YOUTH STRATEGY



MOUNT ISA YOUTH STRATEGY 2023 TO 2027

YOUNG PEOPLE ARE AT THE CENTRE OF OUR COMMUNITY

The Mount Isa Youth Strategy is a plan for our region to be shared by everyone.

It will be led by Mount Isa City Council in collaboration with our stakeholders to authentically place young people at the centre of our community.

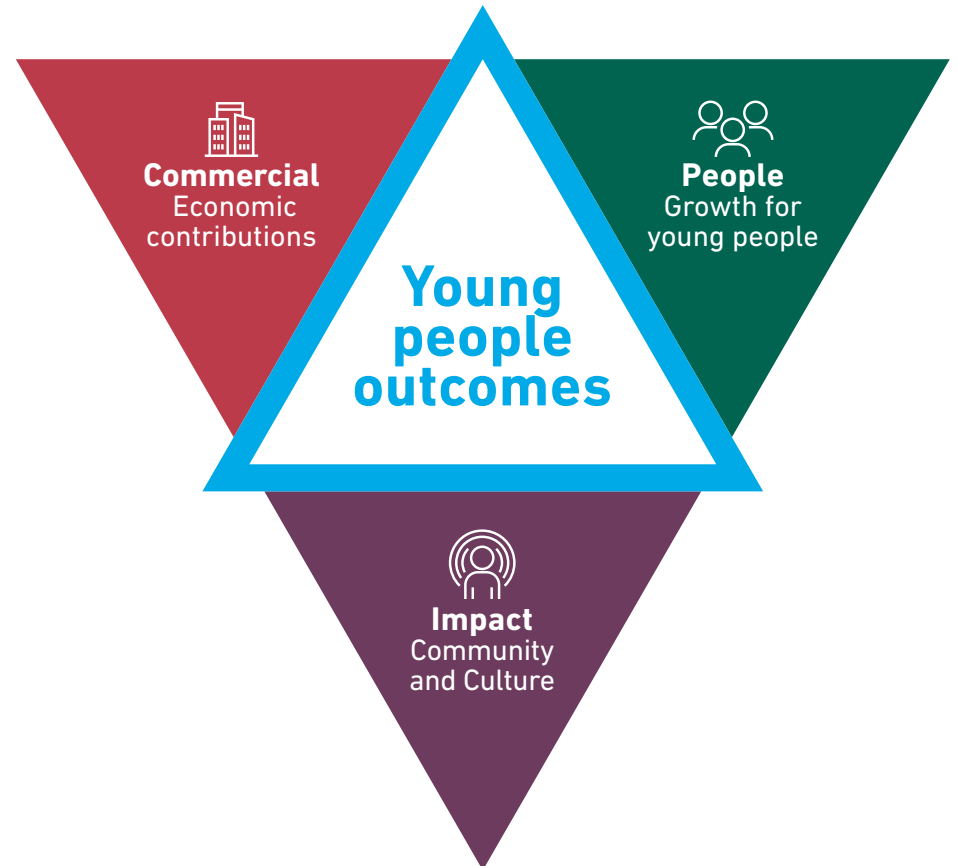
It is a commitment to:

1. **Connect** young people into every aspect of community life
2. **Activate** the environment for young people to genuinely participate in community life
3. Enable young people to genuinely **Influence** decisions about current and future community life, and
4. Listen to and **Amplify** the voices of young people, and celebrate their success.

The Strategy diagram represents the interconnectedness of key elements of community life. It is intended that young people, together with community leaders, elders and families, can develop and adapt The Strategy, and draw from it some pathways to action.

There are some suggested actions provided in the following pages, but the real impact will be felt when young people can identify and drive the actions that are most meaningful to them, knowing that they have a voice, genuine influence, and the support of their community.

This plan is just the beginning.



1. CONNECT

Strategy: Young people are **connected** into every aspect of community life

Key concepts:

- Sense of identity and connection to community is critical
- Recognise connection to culture as a diversionary pathway and enabler for engagement with community
- Need for a dedicated point of connection between Council and young people
- Need for increased programs, activities and events to engage and connect young people
- Reduce transport barriers to accessibility, attendance and participation

Actions:

- Establish a dedicated Youth Development role within Council
- Increase programs, activities and events to engage and connect young people by using their preferences for fun, social, growth and enjoyment
- Recognise and develop community role models for young people to engage and connect with
- Establish a youth taxi to help address any barriers to young people participating in activities
- Collaborate with Queensland Government Youth Strategy and connect with other Departments.

2. ACTIVATE

Strategy: Activate the environment for young people to genuinely participate in community life

Key concepts:

- Young people have safe and inviting places to go and engaging things to do
- Young people have access to support services that are collaborative and coordinated
- Out of hours support is available for young people at risk
- Additional support is available to our First Nations young people to participate in all activities
- Particularly when dealing with disadvantage, the best results come from supporting the whole family unit from the early years
- Ensure the community environment is safe for young people and all of Mount Isa and Camooweal

Actions:

- Deliver a stakeholder and young people professional development program to deliver this new strategic approach
- Explore a potential a multi-purpose Youth Precinct
- Increase affordability and accessibility of positive experiences and programs that interest young people, to socialise and to connect with role models. Examples include sport, art, music, culture, dance amongst others
- Develop a Community Safety Plan
- Improve the coordination of support care and education services for young people
 - Bring together stakeholders of action to coordinate and collaborate on youth services and programs with engagement of the Mount Isa, Youth Council

- Establish a safe space facility/service for young people (to hang out), ideally 24 hours
- Improve access to and capacity of crisis accommodation
- Provide opportunities for upskilling in practical life skills such as managing healthy relationships, nutrition, literacy, numeracy, computer literacy, identification, licences, employment requirements, managing money
- Provide advocacy and guidance for young people to navigate government systems, and community organisations such as employment, schools, justice and social services
- Set businesses, schools and other stakeholders up for success in engaging First Nations young people.

3. INFLUENCE

Strategy: Young people have genuine opportunities to **influence** current and future community life

Key concepts:

- Inspire young people to have a voice about issues that affect them (and that is most issues affecting the community), and make a difference
- Advocate for planning, policy and practice that meaningfully includes young people in decision making
- Youth friendly civic structures and processes that enable input into civic decision making
- Young people are collaboratively engaged in the ideas, design and delivery of programs and services that matter to the community and/or youth
- Young people are explicitly engaged in the ideas, design and delivery of youth programs and services
- Acknowledge that the past impacts the present

Actions:

- Establish a Youth Charter
- Establish designated positions for young people in Council governance structures, forums and activities
- Advocate for and collaborate with young people on planning, policy, and decision making
- Co-design programs and services with community leaders and young people
- Recognise intergenerational legacy issues, and embed co-designed, culturally informed practice into everyday practice
- Recognise the successes of young people in community life

4. AMPLIFY

Strategy: Our community listens to and **amplifies** the voices and aspirations of young people, and celebrates their success

Key concepts:

- The first-hand voices of young people are captured, heard without filtering, and taken seriously
- Recognise that young people are experts on their own life experiences, and the value that brings to current and future planning, policy and practice
- Need to actively facilitate opportunities for young people to participate in civic life

Actions:

- Establish a Youth Council to provide leadership and direct input to community decision making
- Co-design activities to amplify the voices and stories of young people, without filtering
- Facilitate stakeholder relationships with governments, service providers, business and the community to promote youth participation
- Celebrate successes

A ROAD MAP FOR ACTION

GUIDING PRINCIPLES

This road map methodology focuses on the prevention of young people from disengaging. Changing the social environment is what works, rather than a focus on the individual. It takes time, requires resources and invites Mount Isa and Camooweal partners to commit to a unified approach in seven guiding principles of action:

1. Activate the social and community environment for young people
2. A collaborative Mount Isa community approach including schools, sport, and community members to support life success
3. A Youth Committee to influence and create solutions
4. Engage with First Nations people to ensure culture is at the heart
5. Governments, service providers, researchers, media, private entities and community leaders operate as a team dedicated to collaboration in uniting efforts
6. Work with young people and stakeholders to develop goals with data measurements both quantitative and qualitative. Use the data in continual program development to be responsive to needs
7. Match the scope of the solution to the scope of the problem. Ensure long term sustainable efforts rather than a hopeful quick fix

A FIVE YEAR CYCLE FOR CONTINUING GROWTH

The road map is designed to support a continuing five year cycle through research, development, action, evaluation, and then development again. In this way, the learnings from each cycle are continuously included and reinforced. From each cycle, the “new environment” becomes the “normal environment” for the community, and stakeholders get deeper knowledge of the Mount Isa and Camooweal community over time. Gradually, more and more effective results are achieved.

The actions included here are suggested actions, and should be reviewed and updated as the Mount Isa and Camooweal community and its young people take ownership of The Strategy to make it their own.

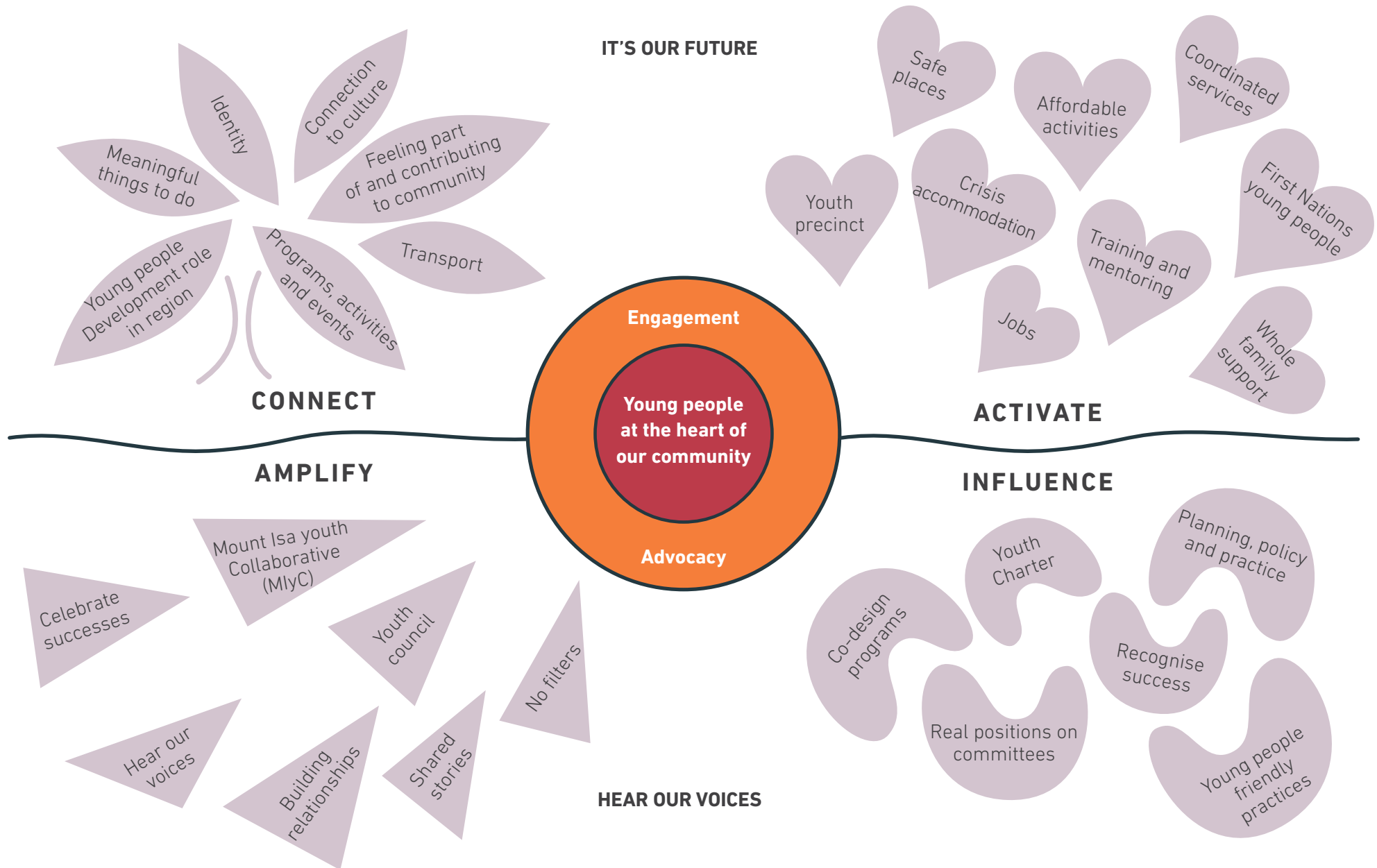
Therefore as the work evolves, the strategy and road map will look different. New actions will be included and others amended.

Mount Isa Youth Strategy – Five Year Road Map

Year 1	Year 2	Year 3	Year 4	Year 5
Establish Insights report - Research and stakeholder engagement	Continue exploring funding opportunities for new programs and initiatives	Increase (affordable) programs and activities for young people	Evaluate key actions against performance measures	Data collection, dissemination, re-strategise and action
Establish Youth Strategy	Capability building and collaboration of service providers	Explore a Youth Taxi to support attendance at local activities	Share progress and achievements	Communicate and celebrate successes
Establish Youth Charter and Council	Increase (affordable) programs and activities for young people	Establish a multi-purpose Youth Precinct	Review/ seek feedback from stakeholders	New items added each year
Establish a Youth Development Officer role within Council or the region	Improve coordination of support, care and education services	Data collection, dissemination, re-strategise and action	Communicate and celebrate successes	
Bring together Mount Isa stakeholders and community leaders for a shared call to action	Establish 24 Hour Safe Space for Young People	Communicate and celebrate successes	New items added each year	
Appoint young people to the Mount Isa youth Committee	Establish other actions within Mount Isa Youth Strategy	New items added each year		
Explore funding opportunities from a variety of sources for new investment	Establish a community safety plan			
Collaborative goal setting, design quantitative and qualitative performance measures	Embed the inclusion of young people to co-design programs and services			
Collaborate with Qld Youth Strategy and other stakeholders such as sport, education, health, art etc.	Establish dedicated positions for young people in Council governance structures, forums and activities			
Communicate and celebrate successes	Communicate and celebrate successes			
New items added each year	New items added each year			

**MOUNT ISA YOUTH CHARTER AND YOUTH COUNCIL
INTRODUCING THE MOUNT ISA YOUTH COLLABORATIVE (The MIyC)**

MOUNT ISA YOUTH CHARTER



MOUNT ISA YOUTH CHARTER AND YOUTH COUNCIL

The Mount Isa Youth Charter diagram represents the interconnection between the Mount Isa Youth Strategy, the voices and ideas of our young people, and the inclusive participation approach that Council, community and stakeholders are committing to.

Ideally, young people in Mount Isa will take the Youth Charter and make it their own. It is designed as a starting point for participation and to be continually updated.

With the Youth Charter as its underpinning ethos, it is important that there is a forum to connect young people formally into the Council and community decision-making environment, to genuinely engage young people in civic life, and amplify their voices.

For Council and the community, the Youth Council is designed to:

- Provide an opportunity for the Council and community to engage with young people and their ideas, and for those ideas to have influence
- Develop purposeful connections between young people, community leaders and decision-makers, Elders, the business community and other stakeholders.
- Establish a network of young people that may contribute to local decision-making, community planning, service and program design, events and activities

For participating young people, the Youth Council is designed to:

- Develop a better understanding of the role and function of local government, the community and local issues
- 'Have a voice' - raise issues, exchange ideas, discuss community issues, provide input into Council planning, programs and services, and influence local government decision making processes

- Have real influence
- Provide leadership development opportunities and align with existing Council, community or school leadership programs
- Help participants develop job-ready skills such as teamwork, public speaking, time management, organisation, negotiation & communication

Led by Council, and if funding becomes available ideally managed by a Council Youth Development Officer, priority is placed on attracting a cross-section of young people to represent the varied voices, backgrounds, cultures and experiences.

To achieve this diverse membership structure, strong partnerships will be required with supporting organisations, such as schools, service organisations, local business operators and community.

An indicative Terms of Reference for a Youth Council to be called the Mount Isa Youth Collaborative (The MlyC) is attached. Again, best results will be achieved when the final framework for participation is co-designed by Council, stakeholders and young people.



Introducing...

'The MlyC' **Mount Isa Youth Collaborative**

The MlyC (MOUNT ISA *YOUTH* COLLABORATIVE) TERMS OF REFERENCE

PURPOSE

Empowering young people to have a voice and contribute to the future of the Mount Isa region for the good of all of our community. We will work collaboratively with Council, community leaders, elders, the business community, service providers, and other stakeholders, on policies, programs and activities that impact the life and future of young people (and that's most things!).

The overarching focus of the collaborative will be to hear and respond to the voices of young people.

MEMBERSHIP

The MlyC will consist of up to 15 members:

- One Councillor (Co-Chairperson)
 - An alternative Councillor may be delegated to attend a meeting if the designated Councillor is unable to attend
- Council's Youth Development Officer (Member and meeting administration)
- Four Community Leaders
 - To be drawn from business, education, Police, community services and other stakeholder groups
- One or Two First Nations Elders or their nominees
- Seven young people (one of whom will be nominated Co-Chairperson)
 - Two young people from schools
 - Three young people from the wider community
 - Two First Nations young people

Expressions of Interest to join the MlyC will be sought by advertising in the general media and Council's online presence, and by direct request for nominations (specifically including schools, clubs, First Nations people) through to the Council's Youth Development Officer.

Appointments to the MlyC will be decided by the Council Mayor and Chief Executive, in consultation with the Youth Development Officer, and will be for the term of the elected Council, taking into account inclusion in terms of age, gender/LGBTQI, cultures, and life experience.

If a member resigns, then a replacement will be sought through the same processes.

SCOPE OF WORK

The MlyC agenda will be determined collaboratively by members, led by Mount Isa City Council, and may include policy, programs and activities important to or affecting young people.

For specific tasks, the MlyC may create small, short term working groups, which may draw in expertise from the wider community, to work on specific projects as required. Working Groups will operate under the same terms and conditions as the MlyC, and will report back to the MlyC.

MEETING PROCEDURES AND REPORTING

The MlyC will adopt informal meeting procedures

Mount Isa City Council will manage meeting records and set up in the early stages

Council will be responsible for financial management relating to the MlyC

The MlyC will report regularly to Council

All members will participate respectfully, acknowledging that the MlyC will actively seek to take on challenging matters where discussion may be feisty and contentious, but never rude.

CONFLICT OF INTEREST

Where there is a conflict between a member's private interests and the public interest, the member will declare that conflict and will step away from the deliberations and decision making about that matter.

This is about honesty and respect. There is no shame in declaring a conflict of interest.

MEETINGS

The MlyC will aim to meet 6 times per calendar year.

There will be an induction workshop at the beginning of each year to refresh the meeting agenda, refresh existing members and welcome new ones. Parents, school representatives, First Nations representatives and other stakeholders will be encouraged to attend the induction workshop to understand the roles and responsibilities required.

EXAMPLE STYLE FOR ADVERTISEMENT

Attention all young people of Mount Isa!

Do you want to make your voice heard and make a real impact in our community? Are you ready to take charge and be part of a movement to create positive change? Then we have just the opportunity for you!

We're putting together a kick-ass Youth Committee here in Mount Isa, and we're looking for passionate, driven, and enthusiastic young people like YOU to join us! As part of the committee, you'll get to share your ideas, advocate for causes you care about, and work alongside like-minded individuals to make Mount Isa a better place for young people.

But that's not all - being a member of our Youth Committee is an amazing opportunity to develop your skills, gain experience, and grow as a leader. You'll get to build relationships with people from all walks of life, work on exciting projects, and make memories that will last a lifetime.

And let's not forget the fun! We'll be organising social events, community service projects, and other awesome activities that will bring us together and help us make a difference.

So if you're ready to step up, speak out, and make a positive impact, apply now to join our Youth Committee. It's easy - just [insert application process here], and you'll be on your way to an amazing experience that will shape you into the leader you were meant to be.

Don't miss out on this amazing opportunity - join us today and let's create a brighter future for young people in Mount Isa!

REVIEW

These Terms of Reference will be reviewed and updated annually, by the MlyC Co-Chairpersons, in consultation with members and stakeholders.

“It’s important that no matter the struggles and the pressure society puts on you, stay strong, stay healthy, stay positive, you will get through.”

“Every single one of us matters. Our stories, our voices, matters. With love and respect we have the power to shape the future and make Australia a place where we’re all proud, where we all belong and where we stand united.”

Baker Boy, First Nations rap, dance, acting, graffiti and Young Australian of the Year, 2020.

Quote reference: Young Australian of the Year Speech



APPENDIX 1

SEPARATE DOCUMENT

Mount Isa Young People Insights Report including references for this strategy is included as a separate document.



Atria Group acknowledges and respect the Traditional Owners of the land and waterways we work on. We pay respect to Elders past, present and emerging.

