



# Strategic Plan

24 to 28





# Investing In Our Youth Strategic Plan 2024 to 2028

## Message from our Chair and CEO

We are pleased to present our four-year strategic plan. The COVID-19 pandemic presented unprecedented challenges, prompting IIOY to refocus and envision a more sustainable and compassionate future. Recent years have witnessed significant shifts in the early childhood and youth sectors, and IIOY now faces the task of evolving to better serve children, youth, families, and the communities that support them.



  
**Nicola Smith**  
Chief Executive Officer



  
**Ian Telfer**  
Chairperson

### Vision

That all children, youth, and families live and grow in safe, healthy, and connected communities.

### Purpose

Building our communities' capacity so that every child and young person, regardless of location, household income or individual needs, can be nurtured to achieve their potential.

## OUR VALUES



### Wholeheartedness

Our approach is grounded in care, compassion and generosity.



### Sustainability

Our programs and practices grow and contribute positively to people and planet.



### Integrity

Our practices are based on evidence, expertise and ethics.



### Collaborations

Our partnerships are meaningful, equitable and diverse.



## Investing in our Youth Inc.

### Acknowledgement of Country

IIOY acknowledge the Traditional Custodians and Owners of Country, the Noongar people, and recognise their continuing connection to land, waters, and community.

We pay our respects to their ancestors and Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander people engaged with our programs.

IIOY is committed to working in partnership with Custodians and Owners to strengthen and embed First Nation's voices and perspectives in our decision-making, now and into the future.

### About the Artwork.

*"The story represented in the artwork is about different families coming together with acceptance of their different ways. This story represents so many young people travelling through rough terrain looking for a place to call home, the little footprints represents the young people following and searching for the path to a place where they feel loved, accepted and respected. Learning from our Elders the children have learnt how to survive. The family symbol represents the family centre that accepts children of all ages and colour and making children feel safe at heart. Investing in the Youth is about differing people coming together and nurturing the young people giving them a guiding hand on surviving as adults."*

This artwork was created by Ninnette Commito, a Balladong woman of the Gnaalla Karla Boodja.







## Our Commitment to Child Safety

Investing In Our Youth is unwavering in its commitment to the safety, empowerment, and participation of all children, especially the most vulnerable. We maintain a zero-tolerance stance against any form of child abuse or exploitation and have established robust policies and procedures to ensure the protection of program participants. This includes rigorous screening and background checks for individuals working with children, alongside mandatory orientation and training on our policies and reporting requirements.

Our approach involves proactive risk management and strict adherence to legal obligations for reporting concerns about child safety. We are dedicated to fostering an inclusive environment that supports diversity, with particular attention to the cultural safety and empowerment of Aboriginal and Torres Strait Islander children, those from culturally and linguistically diverse backgrounds, and children with disabilities.

### OUR PRIORITY AREAS

1. Empowering children and young people to participate.

2. Embedding child safety at the heart of our organisation.

3. Working collaboratively with others to foster partnerships.

4. Encouraging curiosity and lifelong learning.

5. Building a sustainable and inclusive organisation

