



# ARE YOU A CODE — BREAKER?

## *Are you a Codebreaker?*

### **What is the Codebreakers Project?**

The Codebreakers project will engage with young people from Western Sydney in conversations about race, identity, and belonging on social media. We...

- Tell our stories in any way, shape, or form.
- Speak in our cultural languages
- Are paid for the content we create. (\*Paid = supported with a cash honorarium)
- Learn from specialists in the field.
- Are supported by a cultural network.

### **Who We Are**

We are First Nations. We are people with ancestries from across the world. We are Queer, Trans, and Gender Diverse. We are People with varying levels of ability. We are Young People. We are Western Sydney.

We are supported by the Western Sydney Community Forum, Blacktown Youth Services Association (BYSA), Youth Action, Platform Youth Services (Platform YS), and Diversity Arts Australia (DARTS). Our project is funded by Multicultural NSW.

### **The Codebreakers “Why”**

Western Sydney Community Forum wants to facilitate spaces for young people, Codebreakers, to be inspired and empowered so they can stand up and stand united against extremist hate, fear, violence, and division as champions for community harmony.

WSCF wants to support community networks to build resilience to threats to community harmony from local or global events. We want to build robust, sustainable networks, relationships and partnerships across communities. We want to promote community understanding of the value and benefit of cultural diversity.

## How do I become a Codebreaker?

### *Create*

Either submit pre-existing work that aligns with our “WHY”, or develops new content. We will broadcast your work through our social media and project portfolio; you will be paid an honorarium for your creative work.

### *Learn*

Join our free skills workshops, provided by specialists in the field. Multiple sessions tailored to different interests will be held across the project within the Western Sydney area - attend as many or as little as you like.

### *Be Supported*

Access free, confidential cultural support from a network of qualified cultural specialists in your own language at any point throughout your time with us.

### *On Your Own Timeline*

The Codebreakers project as a whole will run for a year, with pieces collated throughout the project being permanently displayed on social media and a project portfolio. You can choose to be involved as much or as little as you please. There is no set quota on how many sessions you attend, or how you engage with us.

### *Share*

You have a unique and valuable point of view that deserves to be seen and heard – by other young people and members of your community.

By broadcasting your thoughts and opinions on your terms you’ll be actively pushing against the assumptions, the algorithm, and taking up the space you are entitled to, all while building skills and networks that will support your journey - no matter what that looks like.

## Online Content and Digital Publishing

The Codebreakers project is about giving your stories, your knowledge, and experiences the attention they deserve. To support this we will be collating and publishing your work on the project’s social media page (Facebook, Instagram, Twitter, LinkedIn, TikTok).

As this is a public digital forum it is important that you understand what this involves and the potential risks, we must be mindful of.

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## Understanding The Risks

### Digital Footprint

A digital footprint encompasses everything that you do online; from what you post, comment, like and more.

It is important to remember that even if you delete something online the data, metadata, or screenshots taken by others may still be accessible.

Once something is online - it can not be 100% removed. So being confident and comfortable with what you put up is key to leaving a positive digital footprint.

Though it feels separate to the real world, your digital footprint does impact how people view and interact with you. For more information check out the [esafety Commissioner Website](#).

### Potential Risks to be Aware of

As you may already know, putting yourself, and your content online carries some inherent risks. These include:

- Bullying and trolling; particularly for those who are culturally, sexually or gender diverse
- Potential sharing of your work amongst groups you're not wholly aware of
- Hyper fixation; or spending too much time online
- General personal security

### How We Can Minimise and Manage These Risks

*Anonymity:* You can nominate for your content to be published anonymously or under a different name (pseudonym).

Depending on the content type, we may employ other anonymizing techniques such as image blurring or voice altering.

*Moderation:* The Codebreakers' content shared on social media platforms and channels will be moderated by members of the project team. This means any comments, messages, or other forms of engagement on the pages that is seen to be breaching our partner organisations' social media and community standards will be removed, and the perpetrator will be blocked asap.

*Resilience building:* Participants will be provided with specialised skills workshops that will encompass coaching on how to best deal with trolls and general safety.

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In this Induction Pack we have also provided outlines of our reporting system and support open to participants. As well as a list of external resources that cover these, and closely related topics.

## **Incident reporting**

Your safety throughout this process is our top priority, and so we want to make sure you know how to report an incident if necessary. Full process available upon request.

**IMPORTANT:** An incident isn't always an event, it can be a comment, a feeling, or a way of working that has been presented to you that isn't sitting right.

Anything that makes you feel uncomfortable, unsafe, or unwelcome is important to speak up about, and we will ensure you get the action and support you need immediately.

## **Culturally Appropriate Support**

In line with the values of all partner organisations involved in Codebreakers, we believe in providing young people with culturally appropriate support whenever it is required / requested.

### *What this looks like*

Cultural Support is the connection to a cultural specialist, qualified to support young people navigate life as a cultural person. Our specialists are trained and your conversations with them will be confidential. We understand this process does not work for everyone. We encourage you to tell us what cultural support looks like to you, and if there are any community leaders you would like us to approach on your behalf to bring them onboard. All cultural specialists will have to undergo a Working With Children's Check and a Criminal Check.

A community leader isn't necessarily someone who holds a formal position, it could be someone you admire, trust - anyone who is in a position to meet this need for you. They can be known to you, or someone you want to meet.

### *Why this is important*

You are entitled to a space that is safe and supportive. Part of this process is acknowledging that you as an individual have unique needs that we may not be able to directly provide for. So, by facilitating cultural support you can access and control the type of support you and your fellow participants require, particularly as the project calls us to talk about our lives, and potentially difficult subjects.

## **Online Safety Resources**

To ensure you're equipped with the most up-to-date information regarding online safety, we recommend the following resources:

- [eSafety Commissioner - Young people](#)
- [Be Deadly Online](#)
- [Images of Children and Young People Online](#)

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# Opportunities for Payment

## Remuneration

We understand the amount of work, physical, mental and emotional required to produce content related to one's personal experience. We appreciate and acknowledge the importance of legitimizing and respecting your work.

That is why Codebreakers pays a remuneration fee for work provided to the project. There are two categories of remuneration with applicable amounts:

- Pre-Existing Work: ..... \$150  
Pre-existing work applies to pieces that you have produced independently or as part of another initiative prior to coming to the Codebreakers project.
- Project Developed Work: ..... \$200  
Includes all work developed in collaboration with or throughout the life of the Codebreakers project.

This delineation exists to acknowledge the active labour from our participants made specifically for the project.

## Making the cut

All work that follows the themes of the project (see the 'why' section), and adheres to the Codebreakers' social contract, will be considered for publication.

Priority of publication will be given to work produced within the project, and further priority will be given to traditionally marginalised voices such as those established with the participant group. Priority will also be given to first-time submitters over those who have already had content published with Codebreakers to ensure diversity of voices and experiences shared.

Although participants are able to submit multiple pieces throughout the project's life, those providing work under the pre-existing category are only eligible to receive the one-off remuneration payment of \$150.

Participants submitting work under the project developed category *may* be eligible to receive separate payments for each individual piece of content, but it is advised before you create any additional work you speak to a staff member to confirm this, as payment priority will be given to 'first' pieces submitted as stated above.

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## Peer Advisors

As part of the project there is the opportunity to become a Peer Advisor who are young people involved in a few extra sessions/meetings to share your thoughts, reflections and general ideas about the project in real time. These conversations will inform the project's research and reflection portion and will help us understand the success of the work we have been doing together.

### *Evaluation*

As part of the evaluation process, the Peer Advisor will attend six steering group meetings through the year. Peer Advisors are encouraged to share their lived experiences to guide the Codebreakers project in decision making.

The Advisory Board is a paid opportunity, with all advisors receiving a remuneration amount of \$1200

For more information on the Peer Advisor role, or to nominate yourself please email [catherine.madziva@wscf.org.au](mailto:catherine.madziva@wscf.org.au)

## Leaving the Project

If at any stage, you decide that you no longer wish to be a part of this project please;

1. Inform a Western Sydney Community Forum at [info@wscf.org.au](mailto:info@wscf.org.au), if you are comfortable sharing your reasoning, we encourage you to do so but this is not necessary.
2. Let us know if you would like any content you have produced with or for the project to be removed.
3. Let us know if you wish to access a confidential debrief session as you wind down your time with us.

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## Codebreakers Is Led and Supported By:

### Western Sydney Community Forum

We work with community groups, organisations, Government across all its levels, and we join with regional and local businesses, all to shape policy and service delivery in the Western Sydney Area. In this way, we can collectively make an impact in building a thriving and inclusive region

### Blacktown Youth Services Association

BYSA's vision for Blacktown LGA is a city where young people are inspired, skilled and civically engaged members of the community. BYSA's mission is to provide relevant and meaningful services and programs to young people aged 12-24 including gaining access to:

- Digital Media Facilities and Computer Lab
- Film and music recording Studio
- Educational, Vocational and Recreational Activities
- Support and Advocacy avenues

### Youth Action

Youth Action is the peak body representing young people and the services that support them in NSW. Youth Action advocate for positive change on issues affecting these groups. Our vision is for a society where all NSW young people are supported, engaged, and valued and their rights are realised.

### Platform Youth Services

We exist to help vulnerable young people have the opportunities, skills, and support they need to actively participate in their social and economic communities. We believe in:

- Everyone being heard and having a voice
- Caring about people
- Valuing integrity
- Encouraging a sense of personal fulfillment

### Diversity Arts Australia

Diversity Arts Australia (DARTS) is Australia's national voice for ethnocultural and migrant racial equity in the arts, cultural and creative industries. DARTS work is underpinned by a human-rights ethic, social justice principles, and the belief that a truly diverse spectrum of creative expression and participation is fundamental to a democratic, inclusive and sustainable creative sector, and society.

## Codebreakers Funding

COMPACT Partnership Projects Grant or COMPACT is a flagship program contributing to the Community Resilience strategic priority under Stronger Together, the Multicultural NSW Strategic Plan 2021-2025.

Multicultural NSW promotes community harmony and social cohesion in one of the most culturally diverse states in the world. Through this, the Codebreakers project is funded.

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