



## ABOUT MERIDIAN

Meridian is Canberra's leading LGBTIQ and HIV+ community organisation. Formerly the AIDS Action Council, Meridian was established in 1983 in response to the HIV/AIDS epidemic and has a strong and proud history of working with and representing diverse groups of people. This includes gay and bisexual and other men who have sex with men, lesbian and queer women, transgender and gender diverse people, people with disability, sex workers, people who use drugs, and people in custodial settings. Over this time, we have learnt to be dynamic, intersectional, and progressive with our approach to tackling complex social health issues such as HIV/AIDS and the health and wellbeing of sexuality, sex and gender diverse people. Our vision is to build strong, connected and supportive communities that are free of new HIV transmission, marginalisation, discrimination and stigma. We create opportunities for our communities to live their healthiest lives and be their true selves.

Meridian values diversity in the workplace and encourages applications from suitably qualified Aboriginal and Torres Strait Islander people, people from culturally and linguistically diverse communities and lesbian, gay, bisexual, transgender, intersex and other sexuality and gender diverse people.

All selection is based on proven experience, qualifications and/or training and the person's potential to most efficiently undertake the responsibilities of the position. As an LGBTIQ+ peer based organisation, and an HIV service agency, we recognise that LGBTIQ+ people and people with HIV/AIDS bring unique perspectives, skills and knowledge that are important to the Meridian's work. Meridian therefore promotes the recruitment and continued employment of LGBTIQ+ people and people living with HIV/AIDS.

## HOW WE WORK

Our values of Respect, Inclusiveness, Leadership, Partnership and Empowerment guide how we work.

- We acknowledge the health needs of all the people that we serve are not the same, but we share a common fight against stigma and discrimination that affects our health and wellbeing
- Our services are person-centred - they respond to the unique circumstances and experiences of each individual which are influenced by their identities, paths and experiences including their cultural identities
- We draw on the knowledge and expertise that comes from lived experience, employing peer-based approaches to utilise this expertise. In using these approaches, we commit to nurturing and supporting individuals and communities to reach their potential
- We complement our peer-based approach with evidenced-based approaches that ensure our programs and services are effective and responsive to the emerging needs of the communities we work with
- We contribute to policy development processes and undertake advocacy to ensure the issues that affect the communities we work with are prioritised at the community, ACT and national level
- We value the legacy and the history of Meridian (formerly the AIDS Action Council) as an organisation established and led by volunteers in response to the HIV epidemic, and commit to ensuring volunteers, members and allies continue to be central in the work of Meridian
- We value the work of other partners working on the issues we care about, and enter partnership arrangements with a commitment to collaboration, recognising expertise, building capacity and nurturing professional and supportive relationships