



# Board Pack

Consent Labs  
Chair  
Non-Executive Director

April 2024

**PRIVATE & CONFIDENTIAL**



# Context

Consent education is fast becoming one of the most important and highly talked about areas of education reform in Australia, and for good reason.

Consent Labs is a pioneering organisation committed to advancing consent education and awareness, particularly focusing on issues surrounding sexual consent. Through workshops, seminars, and online campaigns, they strive to promote the significance of clear, enthusiastic, and ongoing consent in all types of relationships.

Their efforts include developing educational materials, providing training sessions for schools, universities, and community organisations, and collaborating with like-minded organisations.

Additionally, Consent Labs offers resources for survivors of sexual assault and support systems for individuals navigating complex situations involving consent.



# About Consent Labs

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## The History

Consent Labs' history begins in 2016, when as undergraduates, Angelique Wan and Dr. Joyce Yu conceived the concept of youth-led consent workshops after recognising that there was no shared language for discussing consent. They founded Consent Labs, to design and deliver workshops that reflected the ones they wished they had experienced during their high school years.

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## The Present

Today, Consent Labs have grown to become recognised leaders in the consent education arena, committed to promoting consent education, and advocacy. With a mission to create a culture of affirmative consent and respect, they work tirelessly to empower individuals to understand and assert their boundaries in all aspects of their lives.

At the heart of Consent Labs' initiatives are engaging workshops designed to spark crucial conversations. Whether it's in educational establishments or within communities, their evidence-based curriculum-aligned programs are making waves across Australia with consistent and overwhelmingly positive results. They deliver more realistic, relevant and most importantly, evidence-based education. Consent Labs' sessions are developed for young people, by young people.

- **In Schools:** Consent Labs brings comprehensive, evidence-based programs directly to educational institutions, helping students understand the importance of consent and empowering them to navigate relationships safely and respectfully.
- **In Tertiary Institutions:** Transitioning into adulthood can be daunting, but Consent Labs is there to empower young people with the tools, language, and rights necessary to navigate this critical phase of their lives confidently.
- **For Parents & Carers:** Consent Labs understands the importance of bridging the gap between young people and adults. By providing resources and facilitating meaningful conversations, they're helping families foster open dialogue around consent at home.

All Consent Labs' workshops are delivered by trained teams of youth facilitators in person or online.

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## Current Context

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Following this period of substantial growth, Consent Labs are entering a significant period of increased growth and impact. They are looking to appoint additional non-executive directors, and possibly a Chair to support their ongoing success and growth.



# Consent Labs – Profile and Reach

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## Profile

- With consent education fast becoming one of the most important and highly talked about areas of education reform in Australia, Consent Labs have grown to become recognised leaders in consent education.
- The team has already worked with over 70,000 high school students, tertiary students, parents and educators nationally to deliver more realistic, relevant and most importantly, evidence-based education with consistent and overwhelmingly positive results. Their sessions are developed for young people, by young people.
- They're also advocates and thought leaders within the space and have appeared on programs like Studio 10, The Project, ABC 7:30, SBS, Triple J Hack to name a few.

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## Turnover

- The organisation's turnover for FY 23 was \$688,000. Their income is predominantly derived from fee for service and fundraising. They work with schools and universities who pay them to deliver programs. Last year, they secured their inaugural philanthropic grant, which helped attract additional funding from other sources such as from the NSW Department of Communities and Justice.

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## Staff Levels

- Consent Labs currently employs a team of approximately 33 people, supported by a team of 10 volunteers.

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## Geographic Footprint

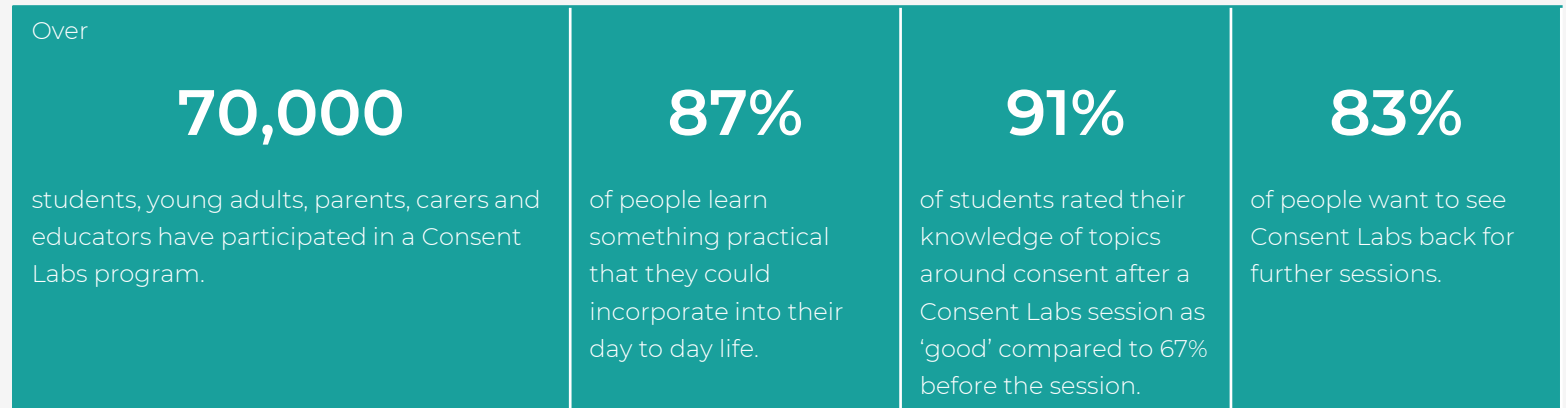
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- The organisation is currently based in Sydney and has plans to open a new office in Victoria mid 2024. Their programs are run nationally.



# Impact and Recognition

## Impact



## Recognition

Consent Labs' impact has been recognised in a variety of ways including:

- Researchers in the Sydney Social Sciences and Humanities Advance Research Centre (SSHARC) recently won a \$1.1 mill, 2 year research grant awarded by the Dept of Communities and Justice to support Consent Labs with school programs aimed at preventing sexual and gendered violence.
- Co-Founder Angelique Wan is a 2024 Westpac Social Change Fellow and has been recognised as:
  - the 2023 Women's Agenda Setter of the Year
  - the 2022 NSW Young Woman of the Year
  - a 2022 40 Under 40 Most Influential Asian-Australian
  - 2021 Women of the Future. and was listed by
  - Instagram as a Top 25 female entrepreneur.
- Co-Founder Dr Joyce Yu has been recognised as a 40 Under 40 Most Influential Asian-Australian in 2022 in the community and advocacy category.

## In the Media

Consent Labs has frequently been featured in the media including appearances on programs like Studio 10, The Project, ABC 7:30, SBS, Triple J Hack to name a few.



# Advocacy

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**2023**

Consent Labs advocated for systemic change to unify the sexual consent laws across Australia by making a submission and presenting to the Senate Legal and Constitutional Affairs References Committee.

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**2022**

Consent Labs ran a successful campaign - Classify Consent - which encouraged the community to analyse how media shapes our expectations of relationships; calling out the lack of consent depicted on-screen. This garnered 292 pieces of coverage, by publications such as ABC, The Guardian, and SBS, and 6 million views on TikTok.

Consent Labs also led a dialogue with the Australian Classifications Board about the role of classifications.

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## About Consent Labs Co-Founders



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### **Angelique Wan – CEO, Co-Founder & Executive Director**

Angelique's professional background is in accounting and finance, but she has always felt a personal passion for empowering young people with knowledge on their rights, particularly as it relates to their sexual experiences.

Angelique started her career at Macquarie Group, but as consent became a national conversation and the need for consent education could no longer be ignored, she took a leap of faith. She started as Consent Labs' first employee and CEO and has not looked back.

Angelique has been recognised as the 2022 NSW Young Woman of the Year, 2021 Women of the Future and listed by Instagram as a Top 25 female entrepreneur.



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### **Dr Joyce Yu – Co-Founder, Chief Strategy Officer & Executive Director**

Dr Joyce Yu is a junior doctor working in Sydney. Her passion for consent education was born out of her and her peers' lived experiences during university and residential college. Joyce co-founded Consent Labs in 2016 with the goal of bringing together young people and experts to create long-lasting cultural change.

Joyce is passionate about gender equity in medicine (and the world), and is currently involved in researching the impacts of pregnancy and parenthood on surgical training in Australasia. She is also interested in medical education, in particular using social media to communicate evidence-based information in an engaging way.

Joyce has been recognised as a 40 Under 40 Most Influential Asian-Australian in 2022 in the community and advocacy category.

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## Current Board of Directors

The Current Board of Directors currently comprises the two Co-founders:

- Dr Joyce Yu
- Angelique Wan

and



### **Julia Cooper – Executive Director, Board Secretary & Head of Legal Research**

Passionate about improving consent education for the next generation, Julia is an Executive Director, the Company Secretary, and the Head of Legal Research. Currently working in a commercial law firm, and volunteering previously at Youth Law Australia, Julia is committed to becoming a legal advocate for women and children who experience sexual violence.

Julia graduated with a Bachelor of Arts/Laws (Hons I) in 2022 and received first-class honours for her thesis which examined the expansion of judicial directions as a mechanism to transform sexual assault trials. She has since published an article in the Griffith Law Review, titled: Judges as myth-busters: a re-examination of jury directions in rape trials and recently contributed to the Senate Inquiry into the current and proposed sexual consent laws in Australia. She is a passionate advocate for and improving the response of the justice system to sexual offences.



# Governance

## Structure

Consent Labs (ACN 647 706 232) is a public company limited by guarantee and regulated by the ACNC.

The Company will have no less than three (3) Directors and no more than nine (9).

## Tenure

The Constitution allows for tenure of 3 years, with the option to serve 2 terms (maximum of 6 years). Directors who have continuously held office for six (6) years or more may only be re-appointed or re-elected by a special resolution.

## Board Meetings

Consent Labs' Board Meetings currently meets six times a year using a mix of Zoom and in-person meetings.

## Remuneration

Directors receive no remuneration but may be reimbursed for out-of-pocket expenses.



# The Opportunity – Non-Executive Directors

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Following a period of substantial growth, Consent Labs are entering a new phase of growth and are looking to appoint additional non-executive directors, and possibly a Chair to support their ongoing success and growth.

The Board has transitioned from a startup phase and are now focused on consolidating their growth trajectory, with a strategic emphasis on scaling up their operations. They are seeking experienced Non-Executive Directors, who are young at heart, aligned to the voice of young people, able to command their respect and eager to contribute to this growing business. Importantly, you will bring:

- Strong governance and strategic expertise, ideally in a for-purpose setting.
- Critical experience in accounting or financial management, with sound business acumen, and a proven, unequivocal commitment to achieving goals and comfortably managing the tension between financial and social purpose.
- Familiarity with start-ups and scaling up a small business.
- A willingness and ability to represent and contribute to Consent Labs' image and profile, and to actively work with the CEO to identify and secure new partnerships and funding sources for the organisation to grow its impact. This includes attracting new financial support, strategic alliances and advocates.
- Knowledge of gender-based issues with the capacity and capability to be an active contributor with a genuine interest in Consent Labs and its impact.
- A strong values alignment to Consent Labs' vision, purpose, and mission.

All Consent Labs' current Non-Executive Directors reside in NSW. Given the organisation is intending to establish a presence in Victoria this year, followed by a likely expansion into Queensland within the next 18 months, expressions of interest from individuals located in these States will be viewed favourably.

Consent Labs are also seeking to achieve greater diversity on their Boards, including cultural, gender, disability and LGBTQI+ representation. They welcome expressions of interest from people with expertise in their field and their ability to contribute across the diversity of communities with whom Consent Labs works.

## Additional Requirements:

- Graduates of the Australian Institute of Company Directors (AICD) would be preferable, or consideration would be given to supporting applicants through the Company Directors course.
- Director Identification Number (DIN), Working with Children and national police clearances are required.



## Learn More

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### Website

<https://www.consentlabs.org.au/>

### ACNC Registered Information

[Consent Labs Constitution](#)

[Financial Statements 2023](#)

[ACNC Information](#)

### In the Media

<https://www.sydney.edu.au/news-opinion/news/2023/07/31/sexual-consent-education-program-wins-1-million-research-boost.html>

<https://www.schoolgovernance.net.au/news/consent-labs-a-not-for-profit-organisation-teaching-students-teachers-parents-and-carers-about-consent>

<https://www.tattersallclub.org/empowering-consent-a-spotlight-on-consent-labs/>

<https://www.abc.net.au/news/2022-09-07/push-to-classify-lack-of-consent-on-screens/101414028>

<https://www.triplem.com.au/story/consent-lab-pushes-for-new-lack-of-consent-classification-213990>

<https://www.kingstrust.org.au/speakers/angelique-wan>

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For more information



**For all enquiries please contact**

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