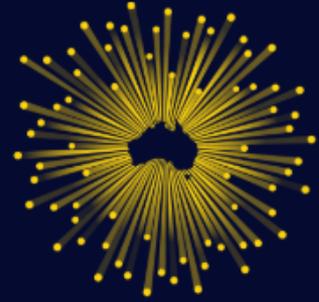


YOUNG AUSTRALIANS in  
INTERNATIONAL AFFAIRS



# OUR IMPACT

2024 - 2025



# IN MEMORY OF HENRY HERITAGE

**This year, we honour the memory of Henry Heritage—our Chief Operations Officer, colleague, and dear friend, who sadly passed away far too soon.**

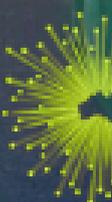
Henry was a driving force behind Young Australians in International Affairs. His passion for empowering young people and his unwavering commitment to building a more connected, globally-minded Australia shaped our organisation in profound ways. He was a strategic thinker, a thoughtful leader, and above all, a kind and generous soul who inspired those around him.

Henry believed deeply in the potential of young Australians to lead with purpose and impact. This belief echoed throughout his career, his projects and his energy. He worked tirelessly to create opportunities for others, always bringing warmth, optimism, and integrity to everything he did. His legacy lives on in the work we continue, and in the lives of the many young people he supported and championed. He was particularly dedicated to support young indigenous Australians with our work.

We are forever grateful for the time we shared with Henry, for the joy and vision he brought to our community. He will always be remembered.



YOUNG AUSTRALIANS in  
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**As an organisation committed to shaping Australia's global future, we honour the enduring knowledge, diplomacy, and stewardship of the world's oldest continuing cultures.**

*Young Australians in International Affairs acknowledges the Traditional Custodians of the lands on which we live, work, and connect. We pay our deepest respects to Elders past and present, and to all First Nations peoples who continue to lead and contribute to community, culture, and international engagement across Australia and beyond.*



# LETTER FROM THE CEO



**SARAH RAMANTANIS**  
**CEO YAIA**

This past year has marked a defining chapter for Young Australians in International Affairs (YAIA), as we continued to advance our mission of elevating the voices of young Australians in shaping a globally connected future.

Guided by our 2024–2027 Strategic Plan, YAIA has taken bold strides to strengthen our leadership pipeline, expand our reach and build the organisational foundations required for long-term impact. At the heart of this progress is a renewed commitment to accessibility, equity, and ensuring that young Australians have opportunities to engage with and create impact in international affairs.

This year, we formalised **the establishment of YAIA's inaugural Advisory Board**, comprising respected leaders in foreign policy, philanthropy, youth affairs and academia. The Advisory Board is guiding the organisation's strategic direction, strengthening governance, and ensuring we remain future-focused and impact-driven.

In a landmark moment, **YAIA marked its 10-year anniversary** with a celebratory event hosted in partnership with National Security College, The Australian National University. The occasion brought together YAIA community members, partners and key sector leaders to reflect on a decade of impact and renew our collective commitment to empowering young Australians in international affairs. Keynote speeches from myself, YAIA Patron and Foreign Affairs Minister, Senator the Hon. Senator Penny Wong and Head of National Security College Rory Medcalf AM.

In an effort to make leadership in international affairs more accessible, we introduced the **YAIA Fellowship Sponsorship Scheme**. This initiative has enabled young Australians to participate in our flagship program, removing financial barriers and fostering a more inclusive cohort of future global leaders.

As we move into the next phase of our journey, YAIA is focused on expanding our flagship programs and digital offerings to reach more diverse communities, strengthening our policy influence and deepening our funding partnerships to support the scale and sustainability of our work. We are proud of the momentum we've built, and grateful to our volunteers, supporters and community for making this year one of the most transformational in YAIA's history.

# WHO WE ARE & WHAT DRIVES US!

Community | Growth | Inclusivity | Integrity | Leadership

We are Australia's largest nation not-for-profit engaging emerging leaders in the international affairs sector. Launched in 2014, we are an organisation by young people for young people. Through events, publications & resources, we build the leaders who will navigate Australia's global future.

**Our vision:** Developing the leaders of tomorrow, today.

**Our mission:** Fostering a diverse, inclusive community equipped to lead in international affairs.

## THE GAPS WE ARE CLOSING:

- **Access & Awareness:** International affairs can feel opaque and out of reach. Most of us don't actually know what roles exist or how to get our foot in the door. Few platforms break down the concepts and jargon in a way we can truly engage with.
- **Barriers to Entry and Career Hurdles:** Even when we are clear on what we want, we are often told we are too young or inexperienced. Pathways into the field are anything but straightforward, and without existing networks, it is tough to land opportunities.
- **Underrepresentation:** This sector doesn't reflect the diversity of Australia. Too often, young people, especially those from underrepresented backgrounds, are left out of the conversation. We are missing mentors, visible role models, and real chances to contribute.



# WHAT WE ARE DOING ABOUT IT

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**We're making international affairs accessible & equitable:**  
We're cutting through the jargon, breaking down barriers, and demystifying the field to open doors for all young Australians.



**We're elevating diverse, young voices in decision-making:**  
We're making sure youth perspectives actively shape policies and global conversations — not just watch from the sidelines.



**We're building genuine leadership & networks:**  
We're connecting young people to each other, to mentors, and to the opportunities that help them thrive and lead.



Too many young people stumble into international affairs by accident.  
**We're changing that.**

# YAIA BY THE NUMBERS

## Building a New Generation in International Affairs

This year, across our diverse portfolios, at YAIA we've not only run impactful programs but also strengthened our brand, partnerships, and sector leadership.

# 53

**volunteers**

YAIA is currently powered by a team of 53 volunteers from directors, senior leadership, to coordinators, editors, officers, and fellows.



# 15,000+

people across all our social media follow what we are up to.



# 88%



identify from underrepresented communities including culturally diverse backgrounds, regional, gender and sexuality.

**First Funded Fellowships**  
Breaking Barriers to Global Careers!



# 107

articles published.

including insight pieces, policy briefs, and fellowship contributions

**Major Partnership Secured**  
Celebrating a Decade of Youth Impact



Our team is made of young people from over twelve cities across Australia and eight other countries, building a truly global community.



## MEET ARI

Our Canberra Events lead

Ari first connected with YAIA in early 2024 at the Watch panel event. That experience opened the door to mentors, friendships, and a strong sense of community — which inspired Ari to join YAIA as a volunteer.

*“Volunteering has helped me grow in so many ways — I’ve expanded my network, deepened my interests, and contributed to something meaningful.”*



# WHERE WE'RE GOING!

**NATIONWIDE IMPACT:** From every state and territory, our chapters and hubs bring regional voices to the national stage.

**A DIGITAL COMMUNITY ON THE RISE:** We want 30,000+ strong and growing — YAIA is the first stop for young Australians curious about international affairs.

**EXPANDED PROGRAMS:** More podcasts. More publications. More internships. More perks — all designed to launch the next generation.

**YOUTH-LED & SUPPORTED:** Volunteers are our backbone. We invest in them with stipends, recognition, and pathways to grow.

**AT THE TABLE WHERE IT COUNTS:** YAIA members are shaping **Australia's future** — on working groups, boards, and high-level forums.

*“The field of International Relations is changing dramatically; YAIA must adapt and engage youth engagement in innovative ways, and harness how young people can be part of this change.”*

**- Bina D’Costa, member of YAIA Advisory Board**



## OUR 2024 - 2027 STRATEGY

### Goal

### What it means

Community building

More resources, networking, mentorship & collaboration.

Increase stakeholder engagement

Stronger partnerships across the global affairs ecosystem.

Broaden revenue streams

Fundraising, sponsorships & events to grow sustainably.

Showcase alternative perspectives

Fresh ideas & diverse voices that stand out in global discourse.

# OUR WORK

## Careers: Creating Pathways Into International Affairs

Our careers portfolio is all about taking the mystery out of the sector and putting young Australians directly in front of opportunities, advice, and networks.

- **45,000+ engagements** on our Job, Internship & Opportunity (JIO) Board, featuring 260+ roles since the start of 2025 — turning ambition into action.
- **10+ insight articles** published — decoding global summits, graduate pathways, and international career trends to make the sector more accessible and transparent.
- Mentoring Program – **8 mentors, 3 sessions each, and 24 powerful mentoring conversations** that sparked ongoing professional relationships and guidance.

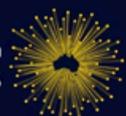


## CONGRATULATIONS TO OUR YOUNG WOMEN TO WATCH FOR 2025

Spotlighting emerging women leaders, many of whom have gone on to mentor and speak across YAIA programs, shaping the sector's future.



YOUNG AUSTRALIANS in  
INTERNATIONAL AFFAIRS



# Communications: Engaging Our Community Where They Are



Our Communications portfolio **amplifies YAIA's impact** by making international affairs visible, relatable, and exciting for young Australians. We bring the work of all our portfolios to the outside world, weaving together our programs, publications, careers, partnerships, and people into a unified story. Internally, they support every team to reach and inspire the audiences that matter.

## How We Did It This Year

- Integrated Strategy: Managed communications across our website, social media, newsletters, podcasts, and event collateral to ensure every story reached its audience.
- Targeted Campaigns: Promoted events, spotlight articles, careers board, and alumni achievements, increasing engagement and participation.
- Merchandise & Branding: Produced new YAIA merchandise, strengthening brand loyalty.
- Podcast Launch: Released our first episode with expert insights—38 plays on Spotify, 75% listened through the first half.

### Key Metrics & Highlights

#### Social Media Reach:

- Facebook: 51.9k views
- Instagram: 141.1k views (most popular post: new Patron announcement)
- LinkedIn: 416,154 impressions

Newsletter: 1,800 subscribers | 40% open rate | monthly sends

Website: 105,783 sessions in the past 12 months



# Publications: Platforming Young Australian Voices

## Growing the next generation of voices in international affairs

Our publications team cultivates emerging writers, amplifies fresh perspectives, and builds credibility for the next generation of thinkers. Through **our flagship Fellowship program**, we've spent a decade shaping future leaders in policy and analysis — **empowering young Australians to engage critically with global issues.**

Each year, 20 fellows produce 6 original articles each, guided by our team of editors—many of whom are former fellows themselves. This fellowship-to-editor pipeline is one of YAIA's strongest engines for career growth and impact. Beyond the Fellowship, we publish policy briefs and insight articles that keep our commentary agile, relevant, and responsive to emerging international challenges.

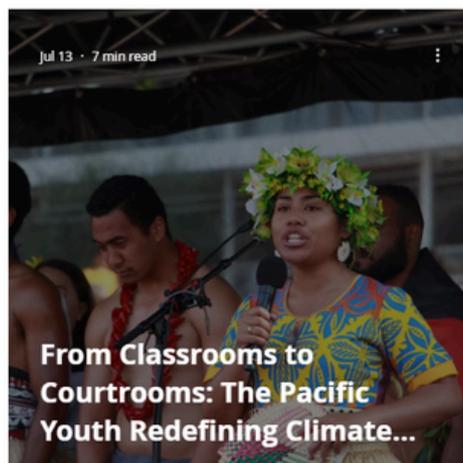
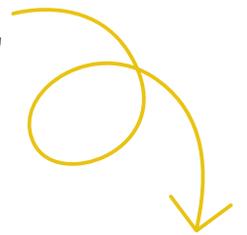
### Milestones & Moments

**10 Years of the Fellowship Program:** Over 200 fellows since inception.

**Global Recognition:** Featured on Feedspot's Top 10 Foreign Policy Blogs (#6) and Top 10 International Relations Blogs (#9)

**A Decade in Print:** Released our first collaborative publication celebrating ten years of impact, showcasing how far our fellows' ideas have travelled.

Check out  
some of our  
recent  
articles



# Partnerships: Expanding Our Reach & Driving Strategy

**At YAIA, partnerships are the engine that powers our impact.** They amplify our reach, strengthen our reputation, and unlock resources that make bigger, bolder programs possible. Beyond connection, partnerships are also strategic — aligning YAIA with key players, building pathways for collaboration, and ensuring we stay at the heart of Australia's international affairs conversations.

*"Partnerships have been critical in elevating YAIA's visibility and ensuring our programs aren't just ideas — we look to make them well-funded, well-connected, and strategically positioned for impact." — Chloe, Partnerships Director*

## How We Made It Happen This Year:

- **Built Meaningful Connections:** We've increased our engagement and meetings with external audiences to support our programs, events, and initiatives — nurturing relationships that open doors and create lasting opportunities.
- **Elevated Our Outreach:** Developed bespoke partnership materials — from sponsorship proposals and prospectuses to policy lab proposals and pitch decks.
- **Grew Our Funding Capacity:** Managed grant proposals and partnership contracts, reinforcing our professional standards and ensuring transparent, mutually beneficial collaborations.

- **Broke New Ground with Fellowship Sponsors:** Secured our first-ever fellowship sponsors, providing stipends to fellows — a landmark step in making international affairs more accessible for young Australians.
- **Marked a Major Milestone:** Celebrated a major partnership for YAIA's 10-Year Anniversary, showcasing our growth and impact to new audiences across the sector.



# STRENGTHENING OUR FOUNDATIONS: Governance & the Future

## **Our Advisory Board: Guiding YAIA's Next Chapter**

This year, we were proud to establish our inaugural Advisory Board — a diverse group of experts and leaders across diplomacy, security, academia, and international development. Their role is to advise and challenge us, ensure our strategy remains ambitious yet grounded, and open doors for our community. This marks a major milestone in YAIA's evolution, embedding deeper expertise into how we plan, position, and grow.

## **Our Patron: A New Champion for YAIA**

We also welcomed our new Patron, Her Excellency the Honourable Ms Sam Mostyn AC, Governor-General of the Commonwealth of Australia joining Senator the Hon. Penny Wong, Minister for Foreign Affairs in supporting YAIA's mission to nurture the next generation of Australia's international affairs leaders. Their endorsement and belief in our work continues to elevate YAIA's profile and legitimacy across the sector.

## **Stronger Operations & Governance**

This was a foundational year for building YAIA's internal systems to match our external ambitions. As a volunteer-led organisation, we balance passion and professionalism — a unique model that is both deeply empowering and occasionally challenging. Key advances this year included:

- Developing new policies on AI use, risk management, internal engagement, and a refreshed code of conduct — strengthening trust and transparency.
- Running our first internal engagement pulse check, giving us crucial insights into volunteer experiences and wellbeing.

## **Our Advisory Board Members:**

- Bec Strating, Director of La Trobe Asia, La Trobe University
- Bina D'Costa, Professor International Relations, Australian National University
- Eveline Kuang, Senior Associate, King & Wood Mallesons
- Joshua Gilbert, Senior Research at Jumbunna, PhD, UTS
- Scott Bradford, Department of Foreign Affairs and Trade, Australian Government
- Tasnia Alam Hannan, Lecturer, UNSW & Co-Founder & CEO, Arise Foundation



**Her Excellency General the Honourable Sam Mostyn AC**  
Governor-General of the Commonwealth of Australia



**Senator the Honourable Penny Wong**  
Minister for Foreign Affairs

# OUR FINANCIAL STATEMENT

YAIA's financials reflect our ongoing investment in programs, initiatives, and opportunities to empower young Australians in international affairs.

## 1. YAIA FY25 Income Statement

Revenue	FY25 (\$)
Program Fees	2,203.74
Sponsorships	1,700.00
Merchandise Revenue	217.17
Revenue from Donations & Bequests	378.74
Other Revenue	100
<b>Total Revenue</b>	<b>4,599.65</b>
Expenditure	FY25 (\$)
Program Costs	1,150.39
Subscriptions	1,591.52
Merchandise Expenses	117.15
Other Operating Costs	114.06
<b>Total Expenses</b>	<b>2,973.12</b>
<b>Net Profit/(Loss)</b>	<b>1,626.53</b>

Total revenue decreased compared to FY24 due to the absence of a national conference and a reduction in grants and donations. However, revenue from other goods and services grew by 192%, driven by increased participation and pricing in the Mentoring Program and the Future Leader Series. Total expenses decreased with fewer events, while subscription expenses stabilised.



## 2. Financial Position

YAIA closes FY25 in a strong financial position, with no liabilities and increased total assets, largely due to the acquisition of new merchandise inventory.

### YAIA FY25 Balance Sheet

<b>Current Assets</b>	
Society Cheque Account	9,687.58
PayPal	2,634.84
Merchandise Inventory	2,666.40
<b>Total Current Assets</b>	<b>14,988.82</b>
<b>Non-Current Assets</b>	

YAIA maintains a strong financial position with no liabilities. The YoY increase in assets is driven by the acquisition of merchandise inventory. While cash holdings are significant, a large portion of such is tied funding, reflecting moderate inflexibility.

# A THANK YOU FROM US

## and a thank you to our team

None of this would be possible without our exceptional team of volunteers and fellows. Over 100+ young Australians gave their time, expertise, and energy to power everything across all our portfolios.



The world is more interconnected than ever and it's changing every day. Australia needs emerging leaders ready to navigate our place not only in the Indo-Pacific, but the whole world. That's why we exist.

It has been a real joy to bring together and write this year's Impact Report — a celebration of our collective successes across the portfolio and a reflection of the remarkable youth power that drives Young Australians in International Affairs. Serving as COO has been one of the most rewarding opportunities: to witness, champion, and help shape the incredible talent, ideas, and leadership emerging through our community.

I have immense confidence in where YAIA is headed. The organisation continues to fill a much-needed space in Australia's international affairs landscape — one that amplifies young voices, builds global literacy, and connects our generation to the world. **There is so much room to soar, and I'm excited to see just how far YAIA will go.**

**- Nuriyah Haque**  
COO YAIA