

Respect Inc

Annual Report 2018

Annual General Meeting

12th October 2018

Held via Skype connecting the four
Respect Inc offices in Cairns, Townsville,
Brisbane & the Gold Coast



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What and Who is Respect Inc?

Respect Inc is the only funded Queensland sex workers organisation and is run by sex workers. We provide information, peer education, support, advocacy and referrals to all sex workers across Queensland. We are funded by the Communicable Diseases Unit of Queensland Health to provide information and peer education under the HIV, Hepatitis and STI Prevention Programme. Respect Inc has a holistic approach and in addition to the provision of information and education we provide advocacy and peer education to promote the safety, unity, equality and dignity of sex workers to achieve important health and social outcomes for our sex working community.

At Respect Inc we recognise the diversity of our community and the importance of different nationalities, genders and people in different work environments. We understand that sex workers are the experts in providing information, education, support and referral information to other sex workers and their clients. We believe that promoting these values is part of acknowledging and appreciating sex worker's abilities, and that as sex workers we are the experts in our chosen field.

Respect Inc is totally peer-based. This means that all members must be sex workers (past or present), everyone you meet at Respect are sex workers, and sex workers make up all levels of the organisation including management, staff and volunteers.



Vision, Mission and Objectives

Vision

We envisage a society where we as sex workers have equal status in society and are free to pursue our occupation safely, on our own terms without fear of criminalisation, stigma or discrimination. Our vision is for sex work to be recognised as work and as such fully decriminalised.

Mission

We are Queensland sex workers voicing our need for human, industrial and workplace rights for all sex workers. We aim to improve the lives of sex workers by eliminating stigma and discrimination via social, legislative and political change.

Objectives

1. To provide a range of education, information and resources that will support sex workers and increase their awareness of occupational health, safety, emotional wellbeing, legal and taxation rights and responsibilities, in a non judgmental and non-invasive environment.
2. To provide health promotion programs to sex workers.
3. To operate within a context of accountability, equity and transparency.
4. To recognise that by providing education, information and support to sex workers, sex workers will be effectively resourced as safer sex educators to pass on those educational benefits to the larger general population.
5. To operate within an affirmative action approach, that is, with all direct services by peers (sex workers past or present) within all levels of the organisation, including management, staff and volunteers, and to foster a culture of inclusiveness and mutual respect within the diverse community of sex workers.
6. To lobby government to provide sex workers with legal avenues to work within any area of the Queensland sex work trade/industry as they choose (e.g., escort, in-house, agency, private/sole operator, co-operatives and/or street) without fear of arrest or prosecution for criminal offences related to sex work business activities.
7. To provide a legitimate voice for Queensland sex workers advocating for legal and other social policies to support sex workers' human, civil and workplace rights and access to remedies without discrimination, including programs and initiatives that aim to reduce discrimination and stigma against sex workers, past and present.
8. To support and liaise with national, state and regional sex worker rights groups in the development of networks, programs and objectives.
9. To build and foster constructive relationships with all stakeholders for the benefit of sex workers.

Memberships

Respect Inc accepts memberships from past or present sex workers who support our objectives.

All Respect Inc Members receive 10% discount off the total of any safe sex supplies purchased. This includes orders via our free postal service.

If you would like to become a member of Respect Inc please complete a membership form and pass on to one of our staff.

Agenda of the Annual General Meeting 2018



1. Opening Recognition of Indigenous sovereignty and welcome by the current Chairperson, Robert Fawkes

2. Members who are present at the meeting are identified and recorded in the minutes as present and able to speak and vote

3. Apologies received by members not present identified and recorded in the minutes

4. Confirmation of the minutes of the previous

AGM are moved and passed by members who attended the last AGM, Minutes are included in this report (below)

5. Business arising from previous minutes as identified by the present members are discussed and recorded in the minutes

6. Chairperson Annual Report, written report is in the AGM report and verbally presented at the AGM by the current Chairperson, Robert Fawkes

7. Treasurer's Financial Report written report is within the AGM report and verbally presented at the AGM by the current Treasurer, Jenny King

- **Audit** is moved and accepted by the present members
- **Appointment of the Auditor for YE 2019**, moved by the Treasurer and voted on by the present members

8. Staff statements/reports

- State Coordinator's written report is in the AGM report and verbally presented by the Coordinator, Elena Jeffreys
- Decrim Campaign Leader's written report is in the AGM report and questions can be asked from the floor, Janelle Fawkes

9. Standing down of the Management Committee

The current committee are removed from office and the Returning Officer facilitates the election of the new management committee. Our Returning Officers are Candi Forrest and Annie Mundy.

10. Election of the New Management Committee

Nominations received (alphabetical order), position and who nominated them

CANDIDATE	MEMBERS WHO NOMINATED THEM	POSITION
Brother Hazy	Ivy Belle & Jenny King	MSM
Hope Sweet	Kayla Rose & Ivy Belle	Gold Coast Region
Ivy Belle	Renon Schafer & Elena Jeffreys	Greater Brisbane area
Julie McMullen	Carly Nichol & Elyse Coles	Gold Coast region
Jenny King	Elena Jeffreys & Janelle Fawkes	Townsville Region
Kayla Rose	Vickki Boon & Elena Jeffreys	Greater Brisbane area
Lillian Amber	Ivy Belle & Jenny King	Youth
Neddy Westa	Mo Cheyne & Wendy Fawn	Cairns Region
Rob Fawkes	Michelle Mann & Ivy Belle	Male/MSM
Tahnee Leigh	Renon Shafer & Mandy Bliss	Youth
Tom Lee	Vickki Boon & Elena Jeffreys	Transgender
Tom Lee	Vickki Boon & Elena Jeffreys	Asian background

Vacant positions: Members can nominate from the floor at the AGM to fill the following vacant position.

- ❖ A member who predominantly resides in a community more than 200kms from any of the other identified regions, ie Cairns, Townsville, Brisbane, Gold Coast

Objections: As each nomination is read out, the Returning Officer will ask the members present if there is any objection to the nomination. There must be a reason given for an objection. One or more of the following reasons must be identified with an objection:

- Breach of Respect Inc vision, mission and/or objectives
- Breach of confidentiality
- Conflict of interest
- Unprofessional conduct
- Lack of contribution

If an objection is made by a present member, the nominee will be given the opportunity to respond to this objection.

If more than 20% of members present call for a secret ballot the vote will be conducted online via Google form.

Positions which have more than one nomination:

Male/MSM

- Brother Hazy and Robert Fawkes

Brisbane

- Kayla Rose and Ivy Belle

Youth

- Tahnee Leigh and Lillian Amber

Gold Coast

- Julie McMullen and Hope Sweet



- Each nominee will be asked to speak briefly regarding their nomination for the specific position. This will then lead to a vote with the nominee who receives the highest number of votes is seen as elected into the position.

The Returning Officers will read out the member which receives the majority of votes for each of the above positions.

Thanks to the returning officers, Previous Chairperson will continue to chair the AGM

11. General Business as identified by the present members with discussions and decisions written into the minutes.

- Discussion about the positions on the MC as outlined in the constitution (excerpt is on page 8 of this report) including:
 - *vi. a member who identifies as transgender and/or transsexual;* Language used with gender diverse not consistent with our current language
 - *ix. any other criteria the association members determine at a general meeting.* Currently this is a youth position for under 25. Constitution states that members have to be an adult with no age defined.
 - *ii. a person who normally resides in the Gold Coast region;* Define Gold Coast region with consideration of people who work and reside in northern NSW.
- Currently bylaws include members moving interstate during the year of their election continuing in their role. However members who predominantly live outside of Queensland are not able to nominate for MC. Do we want to consider people who work in Queensland but not reside?
- *v. a person who normally resides in a region that does not have an office within 200 kms of any of the regions mentioned from points (i) to (iv);* Could this be a member from outside of Queensland? (dependent on the previous point discussion)

After discussion, the members are to consider if we call a special resolution meeting to change the constitution or can changes to the bylaws be enough to meet the needs identified during the discussion?

Any other general business called for from the floor

12. Strategic Plan is available on our website. Chairperson will answer any questions from members.



Close of Meeting - Thank you for your attendance

Notes:

Any casual appointments onto the Management Committee to fill any remaining vacancies are carried out at the first Management Committee Meeting following the AGM on the 19 October 2018 from those nominations already accepted by members at AGM, along with the roles of Chairperson, Vice-Chairperson, Secretary and Treasurer.

Excerpt from the Respect Inc Constitution

A full version of the Constitution is available on our website.

19 Electing the management committee

(1) A member of the management committee may only be elected as follows—

(a) any 2 members of the association may nominate another member (the candidate) to serve as a member of the management committee;

(b) the nomination must be—

(i) in writing; and

(ii) signed by the candidate and the members who nominated him or her; and

(iii) given to the secretary at least 14 days before the annual general meeting at which the election is to be held;

(c) each member of the association present and eligible to vote at the annual general meeting may vote for nominees for unspecified positions on the management committee;

(d) if, at the start of the meeting, there are not enough candidates nominated, nominations may be taken from the floor of the meeting;

(e) at the first meeting of the new management committee, the members of that committee will determine the position each person will hold as outlined in section

18(1).

(2) A person may be a candidate only if the person—

(a) is an adult; and

(b) is not ineligible to be elected as a member under section 61A of the Act.

(3) A list of the candidates names in alphabetical order, with the names of the members who nominated each candidate, must be posted in a conspicuous place in the office or usual place of meeting of the association for at least 7 days immediately preceding the annual general meeting.

(3) If required by the management committee, balloting lists must be prepared containing the names of the candidates in alphabetical order.

(4) The management committee must ensure that, before a candidate is elected as a member of the management committee, the candidate is advised—

(a) whether or not the association has public liability insurance; and

(b) if the association has public liability insurance—the amount of the insurance.

18 Membership of management committee

(1) The management committee of the association consists of four members, those being the chairperson, vice-chairperson, treasurer and secretary (collectively, the Executive) plus five other members.

(2) (a) The management committee of the association must include members who fit the following criteria:

- i. a person who normally resides in the Greater Brisbane area;
- ii. a person who normally resides in the Gold Coast region;
- iii. a person who normally resides in the Townsville region;
- iv. a person who normally resides in the Cairns region;
- v. a person who normally resides in a region that does not have an office within 200 kms of any of the regions mentioned from points (i) to (iv);
- vi. a member who identifies as transgender and/or transsexual;
- vii. a member who is Asian or from a culturally and linguistically diverse background;
- viii. a member who is a male sex worker and provides his services to predominantly male clients; and
- ix. and any other criteria the association members determine at a general meeting.

(2) (b) An individual member of the management committee can fill more than one of the above criteria. If no members are found to fill a specific criterion, the position/s will be left open and the management committee is to take every reasonable step to fill this position.

(2) (c) The criteria of membership of the management committee outlined in sub rule 18(2) is used in filling positions outlined in sub rule 18(1).

(3) A member of the management committee, other than a secretary appointed by the management committee under subrule 15(1)(b)(iii), must be a member of the association.

(4) At each annual general meeting of the association, the members of the management committee must retire from office, but are eligible, on nomination for re-election.

(5) A member of the association may be appointed to a casual vacancy on the management committee under rule 21.

38 Voting at general meeting

(1) At a general meeting, each question, matter or resolution, other than a special resolution, must be decided by a majority of votes of the members present.

(2) Each member present and eligible to vote is entitled to one vote only

(3) A member is not entitled to vote at a general meeting if the members annual subscription is in arrears at the date of the meeting. *[Note: this would apply if Respect Inc decided to charge a fee for membership but because we don't charge a fee it does not apply]*

(4) The method of voting is to be decided by a majority of those at the general meeting.

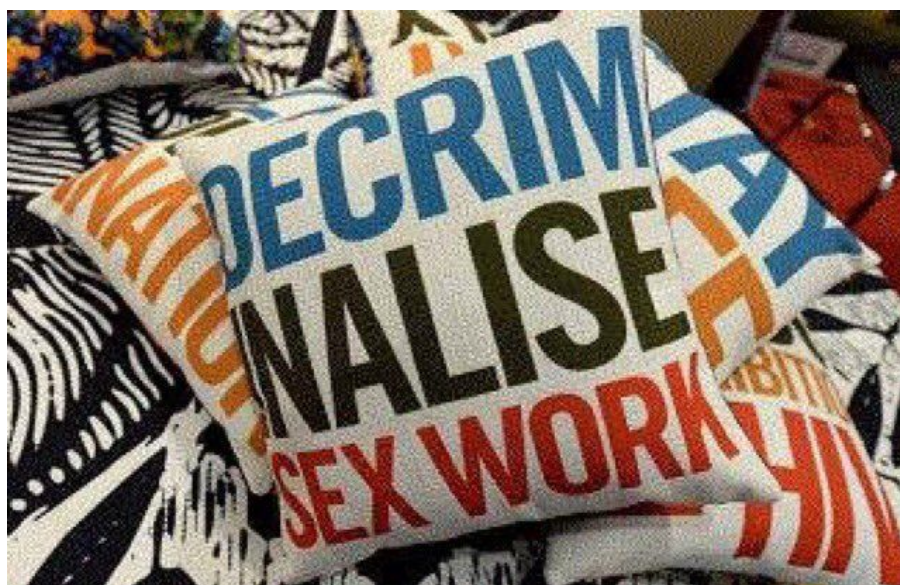
(5) However, if at least 20% of the members present demand a secret ballot, voting must be by secret ballot.

(6) If a secret ballot is held, the chairperson must appoint 2 members to conduct the secret ballot in the way the majority of those at the general meeting decide. These 2 people will be known as the returning officers for the purposes of this meeting

(7) The result of a secret ballot as declared by the returning officers is taken to be a resolution of the meeting at which the ballot was held.

Management Committee 2017/2018

Chairperson – Townsville	Robert Fawkes Current
Treasurer – Townsville	Jenny King Current
Vice Chairperson – Youth	Ivy Belle Current
Committee Member – Cairns	Neddy Westa Current
Secretary - Brisbane	Kayla Rose Current
Casual Committee Member	Brother Hazy Current



AGM Meeting Minutes - October 27th 2017

Members who are present:

Hazy, Kayla, Eva, Blair, Joe, Tammy, Vickki, Erica, Candi, Jess, Annie
Jenny, Rob, Jackie, Elena, Janelle, Michele, Lee, Elly, Maya, Nikki, Jami
Mo, Neddy, Renon

Apologies: Fiona Bucknall, Ivy Belle and Rachael Brennan.

Discussion about having non-members present, due to Gold peer being at the office.
Decided against.

Acknowledgement of Country - Jenny

Confirmation of Minutes of Previous AGM

Candi moved, Kayla seconded

Business arising from previous minutes:

No

Chairperson's Annual Report: Jenny

Achievements:

- Regulating Bodies report released
- Interest from Minister of Housing
- Red Umbrella Rally and March at Round Table
- Policies and Procedures Manual Subcommittee - re-writing docs so that they are more consistent with common practice and language. Thanks Erica.
- Strategic Plan - being reviewed. Good opportunity to develop documents and focus.
- New 4 year service agreement from QH.

This year some MC members aren't re-nominating. Thank you to Dee and Candi for your contributions.

Thank you to all staff and volunteers and everyone who contributed.

Treasurer's Report: Candi

- Usual range of funding this year - QH, funds from PPE supplies, PLA - Licensed Brothel Needs Assessment, HIV Foundation - TaMS Project,
- PPE sales 50% greater than last year, which was 20% greater than the year before
- Funds used to hire policy consultant and
- Future potential funding for brothel worker/s to develop workshop
- In the future, new 4 year service agreement
- Audit - available for anyone who wants to view,

Member Nikki joined AGM at 1:16pm

- New auditors SRJ

- Candi moves that audit be accepted. No major changes identified.

Moved by Candi, seconded by Rob, no objections

- Total equity \$112 367

Candi would like to encourage people to join MC. Has learnt so much through the experience.

Question from the floor: How can we contact Candi if we have any questions?

Candi - requests to continue to access her email so she can access everything and help move it over to new person, so she will be contactable on her current email address

candi@respectqld.org.au

Motion: Acceptance of SRJ Walker Wayland as our auditor next year

But says new treasurer should look at the option of recruiting an alternative auditor, ideally a peer.

Motion: Moved by Candi, seconded by Jenny, no objections

Question from the floor: What is the cost of audit?

Candi - \$2000. New Auditor honoured the arrangement we had with our previous auditor but in future audits will be \$3500 per year. Still a reasonable rate.

State Coordinator's Report: Annie

- Have given out more than \$4000 in free PPE supplies
- Provided 977 occasions of peer education to peers
- Referred 119
- Hosted 30 cd events
- Outreached to 207 peers
- Had the rally
- Surveyed the needs of 200 brothel workers
- TaMS project accessed 34 trans and male workers to report on their

Annie - Questions?

None

Standing Down of the Management Committee

Returning Officers - Elena and Elly

Verified that all present members (23) are current members

Vacancies -

Gold Coast

Asian

Regional

Trans

Returning officers defer decision re: Jess being current staff to MC's first meeting.

As a result Trans position vacant today.

Any nominations for Trans role? No

Any nominations for the Gold Coast role? No

Any nominations for Asian role? No

Any nominations for Regional role? No

New member has entered AGM - Jami

No new nominations from the floor.

Current Nominees:

- Brother Hazy
- Ivy Belle
- Kayla Rose
- Neddy Westa
- Robert Fawkes
- Tammy Forward
- Jenny King



Voting Procedure:

- Private Ballot will be completed using Survey Monkey.
- Jenny formally requests a secret ballot. Loud support for this from majority of members present.
- If you have an objection, process is by raising it through Survey Monkey form

Question from the floor: How will we identify who has objected if we're using an anonymous Survey Monkey?

Answer: People will have to identify themselves

Meeting paused to allow time for members to vote.

Votes collated by the returning officers, Elena and Elly

No objections received.

Two members nominated for Male/MSM and Brisbane based. Each member being voted upon are given opportunity to speak:

- Kayla - Brisbane
- Tammy - Brisbane
- Brother Hazy - Male/MSM
- Rob - Male/MSM

Votes collated and reported on by the returning officers:

Results:

- Kayla Rose for Brisbane
- Jenny King for Townsville
- Neddy Westa for Cairns

- Rob for Male
- Ivy Belle for Youth

Vacant Positions

Gold Coast

Regional

Trans and Asian

Any casual appointments onto the Management Committee to fill any remaining positions are carried out at MC meetings in accordance with our constitution and not at the AGM.

Thank you returning officers

Jenny returns to chairing the meeting.

Next MC Meeting 10am Sunday 5 November - all MC members and any potential casual members encouraged to attend.

When Jesse is off payroll, if he wants to nominate it can be processed through a MC meeting.

General Business:

Farewell to Candi

- Farewell gift from the MC is sponsoring Candi to attend National Forum
- Gift from staff.
- Speech from Candi

Strategic Plan

- Consultation phase ongoing
- Questionnaire will be sent to members. Containing options for Vision, Mission, Goals
- Feedback will be incorporated in Final Draft
- How long will the Strategic Plan be will be one of the considerations members will be asked to contribute to prior than ratifying.

Question from the floor: Can more notice be given to give ppl more chance to contribute?

Answer: Input will open in 2 weeks time and members will have 3 weeks for input. Spread the word!

Question from the floor: Candi was media spokesperson so who will replace her? Please tell staff because we get media enquiries all the time

Answer: As long as staff and MC follow our Media Guidelines we are all spokespeople for Respect

Proposal from the floor: Propose that Respect launches a campaign for decrim in Qld alongside Strategic Plan. Proposes that within the next 3 months that MC get together and the campaign is given a name and we begin getting the sex worker community to jump on board and get involved.

Further comments:

- I second that. Also state election coming up so good timing!
- Carly has a sex worker autonomy and rights-based project that we can expand into this idea
- Janelle has been in contact with Carly about this. It's a proposed Twitter campaign about getting allies on board with decrim. Janelle wants something much bigger, broader, and not only involving the MC.
- Tasks involved in this would not just be doing media. This would encompass engaging politicians, media, the sex worker and general community, allied orgs. To clarify, not suggesting that MC come up with name, that should be done with community consultation. A decrim campaign started, given a name, and process for achieving this is started, engaging with politicians, etc. A proactive campaign. More across the board than ad hoc work Respect has done in the past.
- Suggestions
 - a subcommittee formed to spearhead this
 - could do a sit-in parliament and lock on
 - could have a strategic plan meeting that looks at what decrim campaign could look like.
 - send an email around now, then people can join subcommittee, and committee go from there.

Janelle moved the motion, Jenny seconded. No objections. Ratified by members present. Candi - motion that at that first subcommittee meeting funds be put aside for the campaign. Treasurer's report recognises there is \$80 000 put aside for what we want it for. Money is there for if funding dries up for whatever reason, but it could be used for other things.

Elena - Seconds that. No objections from members present. Ratified

Jenny - any other things to discuss before we close the meeting?

Michele - I'd like to give Jenny and Robert flowers for their MC contributions

Jenny - Meeting is now closed.3:08pm



Chairperson's' Report

We would like to acknowledge the traditional custodians, past and present on the land in which we live and work throughout Queensland. We also acknowledge the amazing and brave sex workers who have gone before us in the continued battle for our rights.

The past twelve months been a challenging year to say the least. We have had huge changes throughout the year. Our State Coordinator resigned and finished work with Respect in December which brought about a difficult period with the executive members having to stand up and share the workload to cover the position until Kayla Rose our Chairperson at the time took the reins as acting Coordinator. This started a reshuffle of the positions and a heavier workload on all the MC. Finally we were able to appoint a new State Coordinator, Dr Elena Jeffreys in May 2018. Elena has hit the road running and has helped to ensure the smooth operations of our organisation.

The MC made a decision to reshuffle the executive positions again to assist Elena and to enable the organisation to be more effective in our management roles, thus sharing positions on the executive.

Even during this time of change and upheaval we have been able to achieve so much. We finalised our Policy and Procedures Manuals and now have updated, living, working documents. Another feature was the completion of our Strategic Plan for 2018-19 which I believe we are all proud of in its essence. These three documents were a labour of love for many people within the organisation over a two year period. Thank you to all the sex workers, MC members, staff and volunteers who contributed their time to enable this to be done.



A big highlight for us during the year was the completion of the TaMS report. This was a research project that was undertaken in partnership with the University of QLD. This was a qualitative research involving Transgender and Male Sex Workers in Queensland, mainly the South Eastern Region. There were 36 Sex Workers who were interviewed as part of the project. The project was launched in July at the University of QLD. The launch was a huge success with over half of the attendees being

Sex Workers. We must give special thanks to Judith Dean and Lisa Fitzgerald from UQ Candi Forrest and Jesse Jones who were co-authors of the report; Joe Quang and Annie Mundie the co-managers of the project; the interviewers and the steering committee. Another special thank you to Brother Hazy for being our photographer at the event. These people have all contributed in delivering credible example of international best practice research on Sex Work in QLD and a wonderful tool for our organisation to draw on when we are delivering presentations, speaking with Government departments and politicians.

Another huge highlight for this year was the formation of a campaign to lobby for decriminalisation of Sex Work in QLD. The subcommittee, made up of passionate Queensland sex workers is known as 'DecrimQLD' (@decrimQLD on Twitter) and has taken on a life of its own thanks to the energetic campaign leader, Janelle Fawkes. This project started in January of 2018 and has achieved so much in that little time. The latest achievement is that the Qld Labor Party has accepted Decriminalisation of Sex workers as one of their policies! This campaign is all over social media, radio, and press in the public arena. We are making change, thank you.

The Respect Round Table has always been a highlight of our year and this year's event in Cairns was no exception. In fact, it was the one of the best Round Tables that we have organised. The sex worker community, staff, MC members and volunteers who attended came together with open minds and good intentions to learn new things. All were willing to participate in the diverse and interesting workshops, to express their ideas and views and listen to others and respect them in the process.

On the last day of the Round Table we had a rally and march on the Cairns Esplanade to celebrate our Sex Worker Pride and our unity - and to call out the government to make legislative changes to include decriminalisation of Sex Workers in QLD. This brought the whole week together as a productive supportive Sex Worker event. Thank you to everyone who attended and participated.



It has been a remarkable experience to see Respect grow, accept and work with changes and evolve into the organisation that we are at this point in time. We have also continued to be proud members of both Scarlet Alliance, Australian Sex Workers Association and the Global Network of Sex Worker Projects (NSWP).

We would like to take this opportunity to thank the staff for their continued work in their various challenging roles. They are fantastic representatives for our organisation and Queensland Sex Workers. It has been a pleasure and a delight to work with a dedicated and committed Management Committee who have given their time to the governance of the organisation. Thank you all for your continued support of Sex Workers and having the belief that we are capable of doing anything.

Robert Fawkes
Chairperson

Kayla Rose
Secretary and ex Chairperson

Ivy Belle
Vice Chairperson

Treasurer's Report 2018

This year has been my first year as Treasurer, replacing the amazing Candi. Thanks to Janelle for her on going work in the role of Bookkeeper, her integrity and reliability. Also a big thank you to all my fellow MC members and our staff who have been patient, sharing and understanding with me during this time of transition.

During the financial year we continued to receive funding from Queensland Health which was increased to assist with the increased costs in wages. We also continued with grants previously provided from the Prostitution Licensing Authority and HIV Foundation. The supplies sales continues to create a small amount of income which we then use for projects such as the website development and Decrim Campaign.

Queensland Health \$671,336

We received our service agreement income from QH for \$643 632 in addition CPI (consumer price index) of \$16 996. In April, we received notification from QH that our grant will increase over the next four years with an additional payments of:

- \$10 808 2017/2018
- \$29 223 2018/2019
- \$47 480 2019/2020
- \$55 064 2020/2021

This was provided to assist with the increased wages costs that have resulted from changes to the award.

This funding was overspent by \$2 836.36.

This funding pays for the:

- Career development program
- Sexual health, HIV/STI prevention education project (peer education, sex worker community development social events & drop in spaces, referrals, workforce development etc)

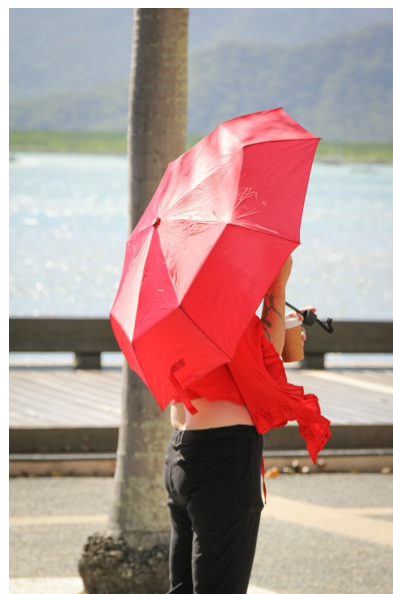
Sex workers and other condom, dam, lube and sponge buyers \$11 269.34

This year we sold \$38 491.31 worth of safer sex products and made a profit of \$11 269.34.

Prostitution Licensing Authority \$29 142.82

In April 2015 we received funding from the PLA for two projects. At the end of June 2017 we had some funds left in both of them.

- (1) *The Licensed Brothel Workers Needs Assessment* started the year with a balance of \$1 425.23. This research was completed and resulted in the publication of Regulating



bodies: An in-depth assessment of the needs of sex workers [sexual service providers] in Queensland's licensed brothels. The balance was spent during this financial year for training of peers in grant writing.

- (2) The *Career Development Courses Subsidy Fund*. This grant allows us to provide some financial assistance to participants of the Career Development Program so that, if they decide to do some training (in or out of sex work), they can pay some of their course costs. We have also used some of these funds professional development workshops for sex workers. From the original grant, we started this financial year with a balance of \$27 717.59 and ended the financial year with \$23 884.05.

The PLA have informed us that we can use these funds at our discretion on course subsidies, training workshops for sex workers, training Respect Inc peer educators to conduct professional development workshops, or other workshops that may benefit participants of the Career Development Program.

HIV Foundation Queensland \$26 634.71

TaMS: Transgender and Male Sexworkers research. In February 2017 we received the funds from HIVFQ to take part in a collaborative research project with the University of Queensland School of Public Health. This is a qualitative research study talking to Transgender sex workers and Male sex workers about their experiences of sex work in Queensland.

The study started the year at about the halfway mark with \$26,635 still to spend on research analysis wages and workshops. It was acquitted this year and the report can be found on our website.

We received an additional payment of \$2 500 from UQ for costs associated with presenting a poster at the International AIDS Conference, AIDS2018 held in Amsterdam and a presentation at the Australian HIV & Aids Conference in Sydney.

Audit YE 2018

The Audit is available on our website, www.respectqld.org.au.

Please be aware that the figures set out in the Audited Financial Report are calculated and set out somewhat differently to those that we generate to guide our spending. Members wanting to get a clear picture of Respect Inc funds and spending for the year should look at the Respect Inc Job Profit and Loss Statement and Balance Sheet below. Please contact me if you have any questions.

Respect Inc		
Job Profit & Loss Statement		
July 2017 To June 2018		
Decrim campaign	Decrim campaign	
Income		
Small Grants (other)		\$20,000.00
Total Income		\$20,000.00
Expense		
Wages & Salaries		\$7,325.60
Superannuation		\$569.43
Total Expense		\$7,895.03
Net Profit/(Loss)		\$12,104.97
PLA 1	PLA1: Brothel Needs Assessment	
Income		
Grants Received in Advance		\$1,425.23
Total Income		\$1,425.23
Expense		
Wages & Salaries		\$124.16
Training & Supervision		\$500.00
Social Events (Community Dev)		\$801.07
Total Expense		\$1,425.23
Net Profit/(Loss)		\$0.00
PLA 2	PLA2: CDP Course Subsidies	
Income		
Grants Received in Advance		\$27,717.59
Total Income		\$27,717.59
Expense		
Training & Supervision		\$2,079.00
Career - PLA Course Subsidies		\$1,754.54
Total Expense		\$3,833.54
Net Profit/(Loss)		\$23,884.05

QH	Queensland Health CDU
Income	
Grants (State) Recurrent	\$654,440.00
CPI Increase	\$16,896.00
Interest Income	\$1,183.76
Total Income	\$672,519.76
Expense	
Wages & Salaries	\$390,944.81
Superannuation	\$33,643.64
Staff Leave Oncosts	\$13,543.85
Training & Supervision	\$18,478.77
Staff Recruitment	\$1,772.38
Work Cover	\$2,675.10
Rent	\$103,100.85
Utilities	\$7,153.01
Insurance	\$10,948.64
ICT Supply and Support	\$22,629.83
Office & Staff Amenities	\$6,223.03
Stationery	\$704.22
Printing	\$388.20
Promotion	\$6,336.09
Postage & Freight	\$815.11
Audit Fees	\$2,500.00
Membership Fees Paid	\$5,284.07
Bank Fees	\$379.74
Travel: Fuel,Flights & Taxis	\$5,637.40
MV oncosts (Rego,Ins,Maint)	\$2,474.95
Regional Outreach Travel	\$6,004.24
Roundtable MC/Staff Forum	\$16,565.96
Governance MC Meeting Costs	\$2,089.46
PPE Outreach Samples	\$5,148.95
Social Events (Community Dev)	\$4,612.61
Youth Project Extras	\$1,179.61
Depreciation - Motor Vehicle	\$3,335.59
Depreciation - Plant & Equipment	\$786.01
Total Expense	\$675,356.12
Net Profit/(Loss)	(\$2,836.36)
Respect	Respect: Stock Trading

Income	
Sale of goods	\$38,491.31
Miscellaneous Income	\$1,340.23
Interest Income	\$3,043.96
Total Income	\$42,875.50
Cost Of Sales	
Freight on stock purchases	\$319.98
Cost of stock supplies	\$30,988.86
Total Cost Of Sales	\$31,308.84
Expense	
Office & Staff Amenities	\$29.54
Stationery	\$68.18
Postage & Freight	\$120.50
Membership Fees Paid	\$53.50
Bank Fees	\$25.60
Total Expense	\$297.32
Net Profit/(Loss)	\$11,269.34
TaMS	UQ Research: TAMS Project
Income	
Grants Received in Advance	\$26,634.71
Miscellaneous Income	\$2,500.00
Total Income	\$29,134.71
Expense	
Wages & Salaries	\$19,632.97
Superannuation	\$805.66
Travel: Fuel,Flights & Taxis	\$3,692.28
Steering committee	\$1,500.00
Peer researcher remuneration	\$200.00
Survey remuneration	\$200.00
Admin costs	\$3,103.80
Total Expense	\$29,134.71
Net Profit/(Loss)	\$0.00

State Coordinators Report 2018

The project work, peer education, accountability and governance, campaigning, maintaining four offices, policy writing, grant management and whole-pride that surrounds Respect Inc cannot be understated. I am in the privileged role to be coordinating our exciting Queensland-wide sex worker organisation, and getting to know all the day to day work plus long term planning that goes on.

Stats, Staff and offices

The most common ways sex worker come in contact with Respect Inc is by coming into the vibrant offices in four distinctly different regions, or phoning us. Email info@respectqld.org.au is also popular. We have thousands of individual sex workers visit, phone and email Respect, and thousands more who hear from us regularly in emails and text-outs. Add to this an active #DecrimQLD e-list, and popular social media, about 10,000 sex worker contacts a year are undertaken by the team of 12 staff, 5 volunteers, and Management Committee of 6.



Supply display at gold coast office.



Fighting whorearchy and working on inclusion..

Carly, peer educator, and volunteers Rachael, Jules and Elyse do Respect Inc work on the land of the [Yugambah People](#) and [Kombumerri People \(Gold Coast\)](#), which covers about a third of the sex workers in South East Queensland. The Commonwealth Games saw short-term prices of hotels and accommodation skyrocketing, more touring workers than usual, and with support from Renon and Joe the office was open extended hours to address these pressures. The closure of popular advertising sites had ongoing negative impacts on private workers here.

Michele in **Townsville** (home of the [Bindal People](#) and [Walgarukaba People](#)) has been joined by a casual Peer Educator, Karen, after Karen's long term stint (7 years!) as a volunteer. The office is also home to Jenny and Robert, MC, and other Respect Inc staff: Angelina, Janelle and Elena, and Jordan has joined as a new volunteer. A busy hub of activity! Sex workers of Asian language backgrounds, touring sex workers, and those of us dealing with the fall-out of having the last licensed local brothel close, all lean heavily on Michele for guidance, gossip, networking, Ugly Mug reports, peer education, referrals, supplies and advice.

Mo has been a long-term peer educator in **Cairns** (Traditional Owners the [Yirrganydji People](#) and the [Gimuy Walubarra Yidinji People](#)) and is now joined by Wendy, with support from ex-volunteer Blossom and current MC member Neddy. Thank you to Mo for hosting Respect Inc Round Table and bringing Wendy onto the team.

Joe, Erica, Vickki, Renon, Liv are the expert peer educators opening the office in [Meeanjin \(Brisbane\)](#) 5 days a week 5 hours a day (12 noon - 5pm). Visiting private workers in outer-suburbia and the Sunshine Coast, finding all kinds information for sex workers, from legal advice to how to get that pesky sponge out....nothing is too hard for this formidable team! All made possible by the presence of Kayla, Ivy, Hazy, Elena, Janelle and Mandy, answering phones, packaging up stock orders, welcoming workshop participants, signing up new members, holding a trillion video-conferences and generally being super excited about the space. The carpets, a new youth space, and a lot of archiving has been done this year too, making the place feel new and breezy.

The tireless work of the Executive and MC Robert, Kayla, Ivy, Jenny, Neddy and Hazy is - as always - immense. They provide the decision making backbone that keeps Respect Inc upright.

New Website, New Cloud, Memberships, Mail lists, Social Media

Janelle has built a strong following for Respect Inc on social media in 2018, managing the @RespectQLD twitter account and main Respect Inc Facebook page. The regular sharing of information, events, news, and stigma-busting memes has put sex worker issues onto people's screens and phones in Queensland, and is attracting more attention every day. Angelina, Hazy with support from the MC and Elena, and our tech-team at MooBall have established the new Respect Inc website, banging with add-ons, buttons and pictures. Kayla, Ivy, Respect staff, and now Angelina have been accepting and processing memberships to the organisation. This important work is central to the success of Respect Inc. We are accountable to the sex worker community, and have a responsibility to ensure transparency and accessibility of information about every aspect of what we do. This Annual Report is one of those examples. I sincerely hope you have had a great year, looking forward to meeting more of you and getting to know all the staff and programs even better in 2019

Arrests, Advertising, Tax, Policy, Justice, Advocacy, Law Reform, Decriminalisation

In the last 12 months a few new versions of the Queensland advertising guidelines (versions 11, 12, 13 and 14) have been released. This, combined with the crash of popular, cheap and free advertising websites, has contributed to legal and economic uncertainty for sex workers across the whole state, and touring workers who come to Queensland. Police harassment, sting operations and entrapment are regular, brothels are closing, and the licensing system has an atmosphere of failure and crisis. Simultaneously sex workers who are victims of crime have encountered disbelief, discrimination, and threats of arrest when coming forward to report assault, fraud, violence, extortion or rape. Criminalisation of sex workers has no benefits for our community.

The DecrimQLD campaign impacted 2018 like no other aspect of the sex worker political scene. Sex workers from many regions, backgrounds, ages, experiences and sectors of the industry are united: Repeal the Prostitution Act 1999, S22a of the Criminal Code 1899, and the Police Power and Responsibilities Act 2000 that legalises entrapment.

Independent sex workers are criminalised for:

- working together, in the same building or hotel as another sex worker 
- messaging another sex worker with their current location or when a client arrives and leaves 
- employing a receptionist or someone to answer phones
- using a driver another sex worker uses
- describing what services are offered & what services are not offered 

Independent sex workers have to choose between working LEGALLY or SAFELY

2016-17 Queensland Police statistics report shows it is mainly women over 30 years old charged.

Laws make our safety strategies illegal
Policing & entrapment
Charged or fined

Police use entrapment to catch workers who are implementing these safety strategies, often by posing as clients.

Amongst this two sex workers successfully received payment after a serial ugly mug pled guilty to fraud charges. Another sex worker is pursuing an ugly mug who has been well known for many years, for assault. A group of migrant workers successfully regained their money and belongings back from police after a raid. Yet still many other workers impacted by crime do not report it. Criminalisation is a barrier to accessing justice.

Career Program and Workshops

Sex workers are always seeking to maximise earnings, manage clients, deal with financial stress, negotiate higher education, discuss work conditions, sort through tax rights and responsibilities, and generally engage with the difficult economic climate. The Career Program has seen many new participants this year. Staff member Mandy is a great listener and very practical, reliable, efficient; a

Respect Inc quiet achiever. The CDP Facebook page and Twitter account increase awareness of the project - both managed by Mandy. Mandy also convenes the Respect Inc workshop program. This year it included Aboriginal and Torres Strait Islander cultural competency training, CPR, BD/SM, Mental Health 1st Aid, Advertising and Marketing workshops. All free and all sex worker only!

Hey Hustler!

Renon is the Youth Focus peer educator with support from Kayla, Elena and Ivy, and all the Hey Hustler members. The group has grown over the year, and new members are getting involved as the news has spread about they safe space and supportive environment Hey Hustler has to offer. Monthly dinner parties are well attended, court support and advocacy has been provided. In 2018 younger sex workers are better placed to make use of Respect Inc resources. Thank you to all the sex workers who donated goods to the Hey Hustler space: Fiona, Renon, Renons mum, Michele, Candi, and BYS and 'Share the Dignity.'

Asian Focus

Vickki is the multi-lingual peer educator for Respect Inc, and she is concerned about migrant sex worker issues. She takes Respect Inc on the road to outer-suburbia, rural and regional Queensland. Her work includes taking feedback on how we can better provide in-language print and online resources, convening focus-groups for translation checking, networking with all the other migrant sex worker projects around the country, running training and presentations for Respect Inc staff, MC, volunteers and members. Court support, referrals, debriefing, taking Ugly Mug reports and providing confidential peer education are all part of her day to day work.

Resource Review

Almost 50 sex workers were involved in focus testing the entire back-catalogue of Respect resources in 2018. This is the first large-scale organisation-wide statewide all-language review of Respect Inc resources, so we made the most of it! All existing information sheets will be updated with the feedback, and new suggested resources are also on the boil. Erica has led this work with support from Vickki, Joe, Renon, Mandy, Michele, Carly and Mo, and entire MC and staff team.

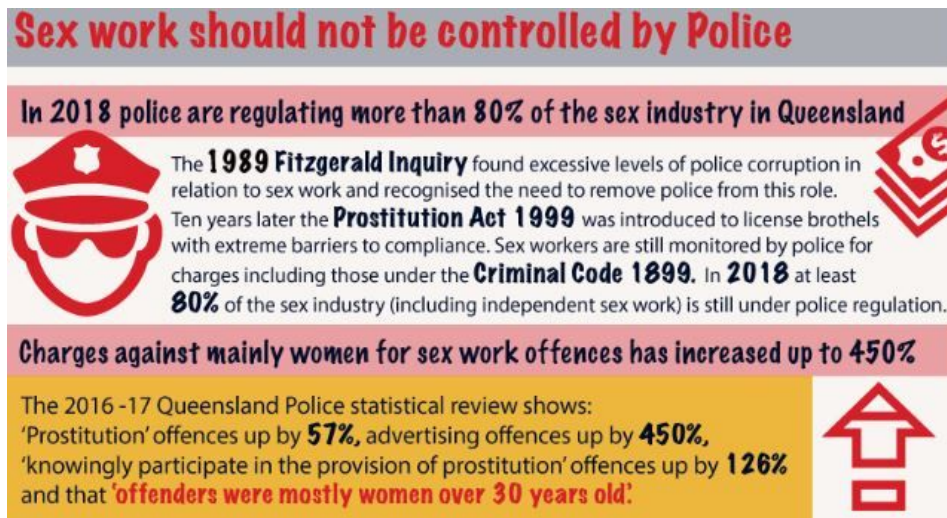


Dr Elena Adriana Jeffreys
State Coordinator since 28 March 2018



Decrim Campaign Report 2018

At last year's Annual General Meeting a motion was proposed and passed for Respect to launch a campaign for decriminalisation of sex work in Queensland. The Respect Management Committee acted quickly on the decision and a committee was up and running with a small budget (from the organisation's own funds). The one day per week Campaign Leader role was advertised in November 2017, and Janelle was employed starting in the role January 2018. DecrimQLD is a committee of sex workers who have joined with Respect Inc to achieve decriminalisation in Queensland.



The DecrimQLD committee has met monthly, and decisions are made during the meetings or via an e-list.

Everyone contributes equally to decisions. We are always open to new people joining in the

meetings or being added to the e-list. A shared drive allows all members to access the minutes and resources.

Together we've worked very hard and achieved a lot in a short time. We have:

- Produced a series of infographics and short clip videos aimed at raising awareness of the problems with the laws and decriminalisation as the solution. All these are available on the Decriminalisation section of the Respect website.
- Developed a briefing paper and written to, and met with, all of the key politicians (Ministers with responsibility for the health, police and disability services portfolios) and we continue to liaise with their staff.
- Advocated strongly on why the laws in Queensland must change and the problems with policing practices and the failure of police to take sex worker complaints seriously.
- Put out a media release and engaged media in over 15 media pieces in different parts of Queensland.
- Developed a sign on/pledge letter and signed on twelve other organisations who have pledged support for our decriminalisation campaign.
- Promoted our group and resources on social media and maintained @DecrimQLD on Twitter.
- Developed a series of speech bubbles and held 'photo-booths' at a number of public events.
- Advocated for a decriminalisation motion for repeal of the current laws so that the Queensland State Labor policy platform 2018-19 will include:

Labor supports the removal of sex work from Chapter 22A of the Criminal Code Act 1899 (Qld) from the Police Powers and Responsibilities Act 2000 (Qld) and the repeal of the Prostitution Act 1999 (Qld).

Labor will refer the development of an appropriate regulatory framework for a decriminalised sex work industry to the independent Queensland Law Reform Commission within the current term of Parliament.

A decision by the Respect Inc MC has extended the campaign for a further three years, and a great endorsement of our work is our nomination for the Scarlet Alliance WOTY (Whore Of The Year) award. Winners will be announced at the Scarlet Alliance National Forum party night on 14 November.

The next six months is going to be very important to the campaign as we keep the pressure on and work to ensure the government understands the value of decriminalisation. It is going to take a lot of work, but we have a real chance of changing the laws in Queensland. We hope all sex workers in Queensland will get involved in the campaign and contribute in any way you can!

Decrim Committee



Respect Inc Contacts

If you would like to get in touch to find out more about what we do you can:

- ❖ Check out our website: www.respectqld.org.au
- ❖ Or email us for more information: info@respectqld.org.au
- ❖ Like our Facebook page: www.facebook.com/RespectQld
- ❖ Follow us on Twitter: <https://twitter.com/respectqld>
- ❖ Pop in to an office near you!

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