

# **Respect Inc**

## **Annual Report 2019**

**Annual General Meeting**

**22 November 2019**

**Held online 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 for sex workers. We provide information, peer education, support, advocacy and referrals to all sex workers across Queensland. We are primarily 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.



*Sex workers marching on International Sex Worker Day  
Brisbane 2019  
Photo by Brother Hazy*

# Vision, Mission, Guiding Principles and Values excerpt from Strategic Plan

## Vision Statement

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 Statement

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.

## Guiding Principles

- *'Decriminalisation is the best legal framework for sex workers'*

Full decriminalisation of all forms of sex work as the only legal framework that enables us to work freely and safely and which supports a reduction in stigma.

- *'Sex Work is Real Work'*

Respect Inc recognises sex work as a legitimate work option where people provide sexual services for profit or benefits similarly to any other form of work.

- *'Nothing About Us Without Us' and 'Our Bodies, Our Business'*

Sex workers must be involved at all levels in all research, policy and decision making that is about us or governs us.

- *'Sex Worker Rights are Human Rights'*

Recognition of our fundamental rights is key to reducing the stigma that endangers sex workers and encourages discrimination against us.

## Values of the organisation

Diversity      Equality      Rights      Respect      Pride      Autonomy





# **Agenda of the Annual General Meeting 2019**

1. Opening
2. Members present
3. Apologies
4. Confirmation of the minutes from the previous AGM (see page 12)
5. Special Resolution (see page 6)
6. Chairperson's Annual Report
7. Treasurer's Financial Report
8. Staff Statements/Reports
9. DecrimQLD Report
10. Standing down of the Management Committee
11. Election of the New Management Committee
12. General Business
13. Close

## Special Resolution

### Transgender Definition changes Section 1 Interpretation

Omit: *Transgender person* means a person who presents as a gender different to that which has been socially assigned to them in childhood, they may not desire surgical intervention to 'change sex' and/or may believe that they fall 'between' genders. A person who is transgendered may not usually identify fully, or strictly, as either male or female or may be one 'physical' sex but live as a different gender.

Omit: *Transsexual person* means a person who has transitioned or is in the process of transitioning either partly or fully from one sex to another, using processes such as hormone replacement therapy and sexual reassignment surgery.

Insert: *Transgender or gender diverse person* means a person who identifies differently to that which has been assigned to them at birth.

### Removal of Associate members (unused category)

#### Section 5 Classes of Membership

Omit: (b) ii. associate member—may not: i. attend meetings; and vote or nominate for a position on the management committee.

### Types of Representation on Management Committee changes Section 18 Membership of Management Committee

18(2)(2) ii. a person who normally resides in the Gold Coast region;

Add: Which can be defined to within 100 kilometres of the Queensland border

Membership of the Management Committee

18 (2) (a) vi a member who identifies as transgender and/or transsexual;

Omit: and/or transsexual

Insert: or gender diverse

18 (2) (a) vii a member who is Asian or from a culturally and linguistically diverse background;

Omit: or from a culturally and linguistically diverse background;

### Administrative Changes Gender Neutral Language

19(1)(b) ii: (ii) signed by the candidate and the members who nominated him or her

Omit: him or her.

Insert: them

10 (3)(b) conducts himself or herself in a way considered to be inconsistent with the objectives of the association as agreed to upon applying for membership, that may change from time to time

Omit: himself or herself.

Insert: themselves

10 (3)(c) conducts himself or herself in a way considered to be injurious or prejudicial to the character or interests of the association.

Omit: himself or herself

Insert: themselves

## **Administrative Changes**

### **Section 45 Funds and accounts**

Omit: Payments of more than \$100 must be made by cheque or electronic transfer. Petty cash must be done by imprest system.

Add: Payments of more than \$100 will be made by electronic transfer unless there is a valid reason for cash to be used, as approved by the MC. Petty cash will be operated according to the most compliant system as determined by the MC.

## **Administrative Changes**

### **Section 19 Electing the Management Committee**

19 (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.

Omit: A list of the candidates names in alphabetical order must be placed in a conspicuous place in the office or the usual place where the meetings are held.

Insert: A list of the candidates names will be posted in a space where members are able to access them.

## **Administrative Changes**

### **Electronic Membership Forms**

#### **Section 7 New membership**

(1) An applicant for membership of the association must be proposed by 1 member of the association (the ***proposer***) and seconded by another member (the ***second***).

(2) An application for membership must be—

(a) in writing; and

(b) signed by the applicant and the applicants proposer and second; and

(c) in the form decided by the management committee.

Insert: (c) in the form decided by the management committee

Renumber: 1(2)(c) to 1(2)(d)

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

<b>CANDIDATE</b>	<b>MEMBERS WHO NOMINATED THEM</b>	<b>POSITION</b>
Amber Lee	Ivy Belle, Carly Nichol	Brisbane
Brother Hazy	Elena Jeffreys, Robert Fawkes	Male
Dee Ville	Kiki Magenta, Vickki Boon	Brisbane
Ivy Belle	River Capra, Carly Nichol	Brisbane
Jules Lexington	Carly Nichol, Elena Jeffreys	Gold Coast
Kayla Rose	Lulu Holiday, Joe	Brisbane
Lucy Blissbomb	Elena Jeffreys, Robert Fawkes	Brisbane
Neddy Westa	Mo Cheyne and Jodine Butler	Cairns
River Capra	Ivy Belle, Carly Nichol	Trans/Gender diverse Youth
Robert Fawkes	Angelina Le, Karen Smith	Townsville



# 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.

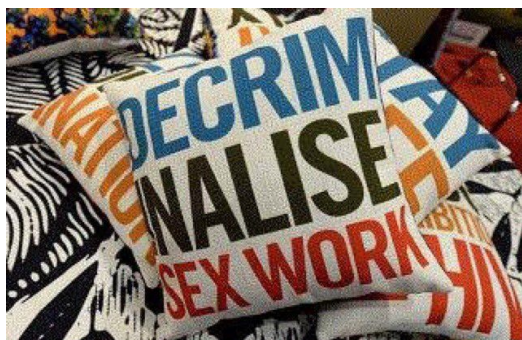
(5) However, if at least 20% of the members present demand a secret ballot, voting must be by secret ballot.

(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 2018/2019

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





## Annual General Meeting Minutes

12 October 2018

**Attendance:** **Members:** Kayla Rose, Neddy Westa, Ivy Belle, Jenny King, Rob Fawkes, Brother Hazy, Vickki Boone, Mo Cheyne, Wendy Wendy, Carly Nichol, Michelle Mann, Rachael Brennan, Lillian Amber, Candi Forrest, Blossom Anna, Jules Lexington, Elly Mendes, Lee Doherty, Dominique Fitzgerald, Adrian, Hope sweet, Erica Magenta, Renon Schafer, Shanelle Johansen

**Note taker:** Ivy

**Chaired:** Robert Fawkes

**Apologies:** Tom Lee, Joe, Mandy, Elle, Morgan Furlong,  
Returning officers : Annie Mundy & Candi Forrest

**Start Time: 11.45**

	Decisions
<b>1. Opening</b> Recognition of Indigenous sovereignty and welcome by the current Chairperson, Robert Fawkes	
<b>2. Members who are present at the meeting</b> are identified and recorded in the minutes as present and able to speak and vote	
<b>3. Apologies</b> received by members not present	
<b>4. Confirmation of the minutes of the previous AGM</b> are moved and passed by members who attended the last AGM	Moved by Michelle Seconded Neddy
<b>5. Business arising from previous minutes</b> as identified by the present members are discussed and recorded in the minutes	None identified
<b>6. Chairperson Annual Report</b> , written report is in the AGM report and verbally presented at the AGM by the current Chairperson, Robert Fawkes  Verbal report: <ul style="list-style-type: none"> <li>- Acknowledgement of our achievements, Decrim Campaign, Strategic Plan, PPM, RRT in Cairns, Website, Team Drives,</li> </ul>	

<p>TaMS poster presented at International Aids conference and presentation at Australasian Aids Conference.</p> <ul style="list-style-type: none"> <li>- Staff &amp; volunteers in each region</li> <li>- MC and larger team</li> </ul> <p>Kayla : thanks everyone for a great year.</p>	
<p><b>Special presentation of life membership</b> to Jenny King and Candi Forrest</p>	
<p>Adrian- Discussed discrimination in home country, shared how Respect helped.</p>	
<p><b>7. Treasurer's Financial Report</b> written report is within the AGM report and verbally presented at the AGM by the current Treasurer, Jenny King</p> <p>Verbal report:</p> <ul style="list-style-type: none"> <li>- acknowledge Janelle's work as Bookkeeper which assists greatly with the Treasurer's role, as well as Candi and Annie with past work.</li> <li>- Money was well stretched from QLD health</li> <li>- Decrim will be funded from accumulated revenue for 3 years</li> <li>- Appreciation to staff in particular for all for money management</li> </ul>	<p><b>Audit</b> is moved by Jenny, seconded by Elly and accepted by the present members</p>
<p><b>Appointment of the Auditor for YE 2019</b>, moved by the Treasurer and voted on by the present members</p> <p>Quotes from 2 auditors recommended by other orgs</p> <p>Grant Thornton in Brisbane</p> <ul style="list-style-type: none"> <li>- Larger firm, offers onsite audit, \$5700 + \$2400</li> </ul> <p>Peter Dadic in TSV</p> <ul style="list-style-type: none"> <li>- Works digitally, owner operator, not onsite , free extra meetings as needed, \$2300</li> </ul> <p>Comments from the floor:</p> <p>TSV auditor, Peter Dadic same location as bookkeeper &amp; treasurer.</p> <p>Brisbane quote Grant Thornton is higher cost, contact throughout year essential, reasonable price TSV.</p> <p>Townsville lower cost, closer to past quotes, see how it goes.</p>	<p><b>Auditor</b> Peter Dadic</p> <p>Moved by Lee, seconded by Neddy and accepted by our members</p>
<p><b>8. Staff statements/reports</b></p> <p>State Coordinator's written report is in the AGM report and verbally presented by the Coordinator, Elena Jeffreys</p> <p>Verbal Report-</p> <ul style="list-style-type: none"> <li>- Recognises effort &amp; commitment of PE's.</li> </ul>	

<ul style="list-style-type: none"> <li>- Looking at improving the image of our business, and recognising strengths.</li> <li>- Huge amounts of resource development and improvement</li> </ul> <p>Question from the floor</p> <ul style="list-style-type: none"> <li>- Central Qld is lacking in sex work development</li> <li>- Elena and Michele responded to this with an outline of what members who live or work too far away from an office to access.</li> <li>- Kiki also pointed out that there have been no nominations for the position for someone who resides over 200km away from an office and she would be willing to support a nomination from the floor.</li> </ul>	
<p><b>Decrim Campaign Leader's</b> written report is in the AGM report and questions can be asked from the floor, Janelle Fawkes</p> <p>No questions from the floor.</p>	
<p><b>9. Standing down of the Management Committee</b></p> <p>The meeting will now be chaired by Returning officers, Annie and Candi</p>	
<p><b>10. Election of the New Management Committee</b></p> <p>Returning officer, Candi started chairing</p> <p><b>Nominations received (listed in alphabetical order) and position identified</b></p> <ul style="list-style-type: none"> <li>❖ Brother Hazy, Male/MSM</li> <li>❖ Hope Sweet, GC</li> <li>❖ Ivy Belle, Brisbane</li> <li>❖ Jenny King, Townsville</li> <li>❖ Jules Lexington, GC</li> <li>❖ Kayla Rose, Brisbane</li> <li>❖ Lillian Amber, Youth</li> <li>❖ Neddy Westa, Cairns</li> <li>❖ Robert Fawkes, Male/MSM</li> <li>❖ Tahnee Leigh, Youth</li> <li>❖ Tom Lee, Gender Diverse/Asian</li> </ul>	
<p><b>Vacant positions:</b> members can nominate from the floor at the AGM to fill this position.</p> <ul style="list-style-type: none"> <li>• A member who predominantly resides in a community more than 200kms from any of the other identified regions, ie Cairns, Townsville, Brisbane, Gold Coast</li> </ul> <p>No nominations from the floor</p>	



<b>Objections to Nominations?</b>	No objections
<b>Positions which have more than one nomination:</b> <b>Male/MSM</b> - Brother Hazy and Robert Fawkes <b>Brisbane</b> - Kayla Rose and Ivy Belle <b>Youth</b> - Tahnee Leigh (not able to attend so Renon spoke for them) and Lillian Amber <b>Gold Coast</b> - Jules Lexington and Hope Sweet	
<b>Would members like a secret ballot?</b>	<b>Yes. Voting will take place via email</b>
Each nominee were given an opportunity to speak briefly regarding their nomination for the specific position.	
Break for voting	
Results for voting:	BNE: Kayla Rose GC: Hope Sweet MSM: Rob Fawkes YOUTH: Lillian Amber
Remaining nominees will be considered for casual appointments at next meeting 19th october 2018	
Meeting is again chaired by Rob Fawkes	
Blossom & Rachael have now left the meeting	
<b>11. General Business</b> as identified by the present members with discussions and decisions written into the minutes.	
<ul style="list-style-type: none"> <li>Discussion about the positions on the MC as outlined in the constitution (excerpt is on page 8 of this report) including:</li> </ul>	
<ul style="list-style-type: none"> <li><i>vi. a member who identifies as transgender and/or transsexual;</i></li> </ul> <p>Language used with gender diverse not consistent with our current language.</p> <p>Kayla proposes Change language to gender divers/ transgender.</p>	Ok'd for special resolution meeting

<ul style="list-style-type: none"> <li>• <i>Ix. any other criteria the association members determine at a general meeting.</i></li> </ul> <p>Currently this is a youth position for under 25. Constitution states that members have to be an adult with no age defined.</p>	
<ul style="list-style-type: none"> <li>• <i>ii. a person who normally resides in the Gold Coast region;</i></li> </ul> <p>Define Gold Coast region with consideration of people who work and reside in northern NSW.</p> <ul style="list-style-type: none"> <li>• <i>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);</i></li> </ul> <p>Could this be a member from outside of Queensland? (dependent on the previous point discussion)</p> <ul style="list-style-type: none"> <li>• 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?</li> </ul> <p><b>Elena-</b> different issues for GC person and Rural person. Do not want to impact the role of 200km rural person.  <b>Carly</b> - HOPE HAS BEEN ELECTED AS GC REP BUT IS NSW RESIDENT.  <b>Jenny</b> - constitution states person predominantly resides in GC region, we need to clarify what this means, should it be work or reside on GC</p> <p>Janelle - all members need clear outline of changes and to be consulted in advance. Previously person outside of position description had to be stood down</p>	<p>Candi moved that the MC engage in a discussion with 2 Candidates - to work out who is going to be the official member for GC.  Seconded - Kiki All agree</p> <p>Motion: MC facilitate constitutional changes with consultation from membership base.</p> <p>Moved: Candi  Seconded: Janelle</p>
<p>Hazy and Adrian left the meeting</p>	
<p><b>12. Strategic Plan</b> is available on our website. Chairperson will answer any questions from members during the social event.</p>	
<p><b>Meeting ended: 2:06</b></p>	

# Chairperson's' Report

## Robert Fawkes



The past twelve months have been challenging but very productive for Respect Inc. In October 2019 Respect Inc celebrated 10 years as an incorporated autonomous sex worker organisation of Queensland sex workers. During this time Respect Inc has grown and evolved to be the successful and proud sex worker organisation that we are. 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).

Our Management committee in 2019 consists of Neddy Westa (Cairns Representative), Jules Lexington (Gold Coast Representative), Hazy Brother (Casual MC members), Ivy Belle (Vice Chairperson), Jenny King (Townsville Representative and Treasurer), Kayla Rose (Brisbane Representative and Secretary) and myself Robert Fawkes (Male Representative and The Chairperson). The entire Management Committee meets once a month. These meetings have been pivotal in maintaining a strong governance structure, informed decision making, progress against the strategic plan and forward planning. We also have had regular monthly Executive meetings with the State Coordinator to ensure smooth operation of the organisation.

This year we have assisted Scarlet Alliance with hosting their 2018 National Forum in Brisbane. This was a special chance for Respect Inc to have all MC members, staff and volunteers present at the National Forum for the first time. I believe that all who attended gained so much from this opportunity. As part of the National Forum we co-hosted a symposium at Queensland Parliament House. This event provided attendees with the evidence for why we need decriminalisation of sex work in Queensland. It was a huge success, promoting pride within the Queensland sex worker community and raising the profile of our DecrimQLD campaign and our organisation.

In March, 2019 we held our Round Table meetings in Brisbane, starting with a rally in King George Square. This was well attended by many members and supporters. At the Round Table the sex worker community, staff, MC members and volunteers came together to learn new things, to participate in the diverse and interesting workshops and training that spanned



for four days. Once again, I think it was a very productive and inspiring time for all. Thank you to all the sex workers, MC members, staff and volunteers who contributed their time to enable this to be done.

Another highlight for the year was the success of our DecrimQLD campaign. The leader and the sub-committee made up of passionate Queensland sex workers have worked tirelessly during 2019 to ensure decriminalisation is kept in the minds and presented to all politicians and the wider community of Queensland. This campaign is all over

social media, radio, and the press. The work is in collaboration with Respect Inc and strengthens the reputation of Respect Inc as Queensland's peak sex worker advocacy group. In my role as Chairperson of Respect I provided opening remarks for the Queensland Parliament House symposium hosted by Labor MP, Peter Russo in August. The Symposium's diversity of speakers highlighted the impact of current laws and the need for law reform and gave evidence on why decriminalisation is essential for all sex workers human and workplace rights. Many members of parliament are supportive of changes to the laws in Queensland. Many organisations and groups have also signed on as supporters of DecrimQLD. Change will happen but we still need to do a lot more work and a lot more energy needs to be instilled into this campaign to ensure it succeeds.



There is a lot of internal work which is done at Respect Inc that is not public but nonetheless vital. For example, the Policies and Procedures manuals are always being updated. These are living documents that guide the organisation and provide rules on how we work and how we make decisions. The Policies and Procedures ensure that we are a fair and just organisation. Without these we cannot operate. No organisation can function without sound financial operations and our bookkeeper has done a great job in keeping our books and accounts up to date. Within this report our Treasurer presents to our membership the audited financial reports.

We are lucky to have a wonderful group of staff providing peer education, support and education to sex workers throughout Queensland. We have undertaken many outreach visits including to remote and regional areas of Queensland. We have been meeting with sex workers, including Asian sex workers on a one to one basis, and developing working relationships to reduce isolation. Our Career Development program has provided support to sex workers, skills development and training for sex workers, staff and Management Committee on a huge range of topics, informed by the needs of sex workers. The Youth Focused Peer Education program has also provided support to many young sex workers and held a regular social event.

I 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 strong 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. I would like to thank the State Coordinator for the endless work, devotion, dedication and passion to this role. Last but certainly not least, I would like to thank the members and all the sex workers in Queensland for their support and tenacity for working in this state under such archaic laws.

**Robert Fawkes**  
**Chairperson**

# Treasurer's Report 2019

## Jenny King

I would like to firstly thank the other MC members for their ongoing support in this role by taking the time to understand our obligations and make decisions that are in the best interest of the sex workers community and our organisation. Thanks also to Janelle for her ongoing work in the role of Bookkeeper, her integrity and reliability. Also Elena who has taken on more and more of the day to day financial management strategies along with our dedicated and amazing staff members through our four offices.

It takes a team to make this organisation operate and some tasks can be complicated or tedious. I appreciate everybody's continued efforts.

During the financial year we continued to receive funding from Queensland Health which was increased to assist with the wages which enabled us to increase the Peer Educators to a consistent and more appropriate level within the award. We also continued with grants previously provided from the Prostitution Licensing Authority which enabled us to trial a range of workshops. The supplies sales continues to create a small amount of income which we then use for projects such as the Decrim Campaign.

### Queensland Health \$707 374.00

This funding was overspent by \$2 592.08.

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)
- Resources and their distribution
- Phones, internet and office spaces in four locations
- Financial management and so much more

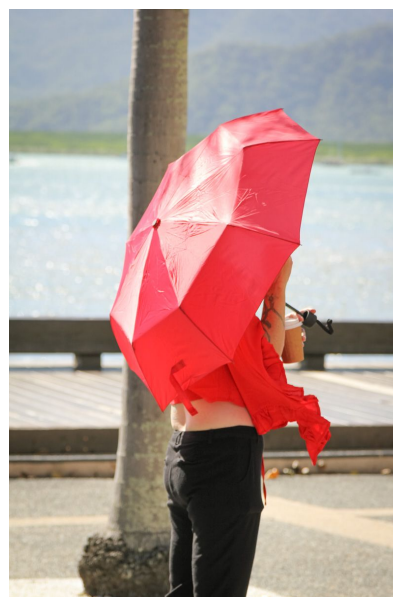
### Sex workers and other condom, dam, lube and sponge buyers \$10 804.95

This year we sold \$41 255.62 worth of safer sex products and made a profit of \$10 804.95 which includes donations received and interest from our savings account.

### Prostitution Licensing Authority \$23 884.05

In April 2015 we received funding from the PLA for two projects. At the end of June 2018 we had some funds left in one of these grants.

- (1) 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), we can pay some of their course costs. We have also used some of these funds for professional development workshops for sex workers. From the original grant, we started this financial year with a balance of \$23 884.05 and ended the financial year with \$3 624.20.



## Other spending from our accumulated revenue

### **Decrim Campaign**

This is a project that we are extremely proud of because it is so relevant for the ongoing and day to day needs of Queensland sex workers. During this financial year we spent \$24 085.06 on this project.

### **Website and other resources**

Due to the feedback we recieved from many sex workers, we moved over to a new website platform and updated the information as we set up the new site. This new platform is much more mobile phone friendly and we have received positive feedback from both local sex workers and those traveling through. During this financial year we spent \$20 306.73 on this project.

Special mentions to Angelina and Hazy for their effort in this project. Also the contributions by the staff.

### **MC Training and other costs**

Our Management Committee members are a committed bunch and their needs for training and their costs for participating in the organisation add up. This year we invested in them and provided \$7 826.08 in additional costs beyond the line available within the QH funding.

### **Office and ICT updates**

We upgraded phones and did the final fit out of the downstairs chill out area in the Brisbane office. These costs came to \$3 110.92.

## Audit YE 2019

The Audit is available on our website, [www.respectqld.org.au](http://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 who have any questions about Respect Inc funds and spending is encouraged to ask either myself or any other MC member.

This year we used Auditor Peter Dadic in Townsville and he gave us very positive feedback and said that we had extremely tidy books. He was especially impressed with our dynamite book keeper, Janelle.

I am moving that we use Peter Dadic again next year as our Auditor.

**Jenny King**  
**Treasurer**



# State Coordinators Report 2019

## Elena Jeffreys

Respect Inc has had a busy year in 2019, and I would like to thank all the members, staff, volunteers and the Management Committee for their hard work and inspiration. Sex workers in Queensland are resilient, thoughtful, tough, and working in extremely challenging conditions. The industry has been quiet and the advertising landscape is still unresolved. Adding to this is the uncertainty of the laws in Queensland. Together we have made the best of it and added our voice to many public spaces to ensure sex workers are better understood by the community, better equipped to deal with the ever changing industry, and better served by the justice system. Respect Inc has a vision to improve the laws in Queensland, and make sure any changes are informed by sex workers,

### Staff and offices

This year on the land of the [Yugambah People](#) and [Kombumerri People](#) in the **Gold Coast**, we moved our office to 1st Floor, 3 Davenport street, Southport, right into the heart of a busy, vibrant area. This move is an important step in improving our accessibility to sex workers, and it has been a great success. Carly (peer educator), Elyse (Casual and volunteer), Jules (MC and volunteer) and Hope (volunteer) have enjoyed the new office and seeing old and fresh faces drop in.



*Rob (Chairperson), Carly (Peer Educator), Jules (MC and volunteer) and Elyse (Casual and Volunteer) enjoying the surrounds of the new Gold Coast office.*

We had some negative interactions with a Gold Coast city councillor after the move, which we unfortunately had to take to the Council, the Office of the Independent Assessor, and the police. Harrassment of sex workers is never ok, and we hope that this individual and others in positions of power get that message.

Michele (peer educator), Karen (casual), Angelina (Administration Officer), Janelle (DecrimQLD & Bookkeeper), Robert (Chairperson), Jenny (Treasurer) and myself have been making the most of our office on the home of the [Bindal People](#) and [Wulgurukaba People](#) in **Townsville**. Police arrests in Townsville have been higher than in the past. According to police, at least 6 alleged migrant sex workers were deported as a result of arrests. Local sex workers have also been hit with various charges. Police target sex worker advertising. The Townsville office are supporting those sex workers in and out of court to cope with the impact of criminalisation.



*Michele (peer educator), Karen (Casual), Elena (State Coordinator) are flanked in this photo by the wonderful Mental Health 1st Aid Trainers from North Queensland from the Royal Flying Doctor Service.*

On the land of traditional Owners the [Yirrganydji People](#) and the [Gimuy Walubarra Yidinji People](#), the **Cairns** team is about to go through some big changes. Mo has been a long-term peer educator and has her last day on the 10th December 2019. Wendy (Casual) and Neddy (MC) will be sad to see her go, but we know Mo will be back to participate in art, craft, and social events. In 2019 the office held BDSM workshops, the regular social event “Tea and Tarts”, and attended the Sex Essentials Sexual Health Conference.



*Respect stall at JCU O-Day 2019 - Sex Essentials Conference 2019*

On the land of the [Jagera](#) and [Turrbal](#) people of **Brisbane**, Respect Inc opens its doors 5 days a week (12 noon - 5pm). Drop ins and project work is hosted by the amazing team of staff - Joe (peer educator), Vickki (Asian Focussed), Harley (Youth Focussed), Lulu (Career Development and Drop-In support), and Kiki and Liv (Casual). MC members Hazy and Ivy are regularly in the office too. This year Rose, Maddie and Auden joined the volunteer team, and Jay, Jay and River stayed active on the Hey Hustler Steering Committee.



*Spot the Red Umbrellas! Sex workers represent at Brisbane Pride 2019*

**A big thank you for tireless work of the Executive and MC Robert, Kayla, Ivy, Jenny, Neddy, Jules and Hazy.** It has been such a pleasure working with these fabulous sex workers. They are a support to myself and a treasure to the sex worker community.

**DECRIM ACTION**

**2019**

**1pm Mon 4 March**

**King George Square**

**BRISBANE**

**Change the laws**

**Visibility**

**Sex Worker Rights**

**International Sex Worker Day**

**Educating the community**

**ALL WELCOME**

**@DecrimQLD**

### **Discrimination, Violence, Fraud and Theft against sex workers**

Respect has received numerous complaints about unfair treatment by police, medical staff, fraudsters and perpetrators of violence against sex workers. In response we have supported sex workers to make reports to police, share information with other workers, and take cases to the Human Rights Commission. This work continues and we urge any sex workers who have experienced an unjust situation to contact Respect Inc for support and guidance.

### **Prosecutions**

Following on from two successful prosecutions last year, a number of sex workers have been successful in court against offenders in 2019. Generally the courts have been fair, with reasonable outcomes. We say thank you to those sex workers who have been able to take such cases forward. Many sex workers are still not able to do so, for fear of discrimination, prejudice and deportation. Often the barrier is police attitude at the time of attempting to report crime.

### **Arrests**

Unfortunately there has been an increase in police charges against sex workers this year. Respect Inc supports sex workers in court, can assist with ensuring that you have correct and helpful referrals, and can provide guidance in some matters. If you have been charged we recommend you always have a support person with you. Get in contact with Respect if you need support.

## **Publications and Submissions to Government**

Respect Inc made submissions and wrote letters to government in 2019, including:

- Child, Safety, Youth and Women's Department consultation on family and sexual violence, April 2019
- Licensing NT, Department of the Attorney-General and Justice on the Reforming Regulation of the Sex Industry in the Northern Territory Discussion Paper, May 2019
- Crime and Social Justice Briefing Paper "The case for Decriminalisation, Sex work and the law in Queensland" with Queensland University of Technology, June 2019
- Letter to the Premier of South Australia, the Hon Steven Marshall MP, September 2019
- Letter to the Attorney General of South Australia, the Hon Vickie Chapman MP, October 2019
- Legal Affairs and Community Safety Parliamentary Committee on the Police Powers and Other Amendments Bill, October 2019, including appearing at the committee



## **Financial and housing insecurity among Sex Workers**

Accommodation discrimination contributes to housing instability for sex workers throughout Queensland, including in regional areas. In 2019 Respect Inc has observed a marked increase in poverty and financial insecurity among sex workers. Respect Inc peer educators have supported sex workers where we can, including referrals to crisis agencies, and letters of complaint regarding discrimination against sex workers.

## **Career Program and Workshops**

The workshop program has gone from strength to strength in 2019. Over 30 workshops were held, many online and accessible to rural and regional sex workers as well. Stay tuned for the next round in 2020! And a big thank you to all participants for filling out feedback forms. This information helps us plan future workshop topics and to improve promotions.



## **Hey Hustler!**

Harley took over the role of Youth Focus this year, and has been learning the ropes quickly. Hey Hustler social events have occurred monthly, and the Steering Committee has met twice. Harley has also advocated for young sex workers, and led training with services and sexual health clinics.





*Lulu (Career Development), Elena (State Coordinator), Vickki (Asian Focus), Harley (Youth Focus) after a successful training with Zig Zag Young Women's Service*

### **Asian Focus**

Outreach to Asian background, and migrant sex workers, in Queensland has been busy this year, and Vickki has been on call three days a week. Based in Brisbane, Vickki also does outer-suburban outreach and visits, text and phone calls, is active on advertising sites, and has been updating translated resources for the website.

### **Our supporters**

A final thank you to all individuals, agencies and others who have supported the work of Respect Inc this year. There are too many supporters to list, but these are some of them: Brisbane and Gold Coast City Councils, Share the Dignity, UQ School of Public Health, JCU Medical School, The Crime, Justice and Social Democracy Research Centre QUT, Central Queensland University Townsville Campus, Royal Flying Doctor Service, Mooball Web Hosting, TRUE, the Adult Tent at PRIDE, Brisbane PRIDE Committee, Common House and Unite in Fortitude Valley, Feminist Action, Marie Stopes, the Hon. Peter Russo, Senator Larissa Waters, Queensland Department of Health, AFAO, Scarlet Alliance, Sex Essentials Conference (Cairns), Love and Other Infections Conference (Nambour), Sexual Health and BBV Interagency, the Queensland Sexual Health Society, ASHM, the many sexual health clinics we work with, Caxton Legal, Potts Lawyers, and the LGBTI Legal Service, and many more.

**Elena Jeffreys**

**State Coordinator since 28 March 2018**

## Decrim Campaign Report 2019

DecrimQLD is a committee of sex workers who have joined with Respect Inc to achieve decriminalisation. DecrimQLD makes decisions during monthly meetings and via an e-list. We share information more broadly with the sex worker community via social media, infographics and short films. Group members run the @DecrimQLD twitter account (with over 2,000 followers) and held the popular #DogsForDecrim competition. We came second for the prestigious Whore of the Year award in 2018 and have been nominated again this year. A short film about our campaign was shown at the San Francisco Film & Arts Show in May, 2019.

We also: met with dozens of politicians; provided over 20 presentations; held stalls at the Brisbane Feminist Festival, SEXPO and the Community Legal Centres National Conference and more; coordinated a load of media; built strong partnerships, increased the number of organisations who support our campaign to thirty and raised the profile of rights for sex workers in Qld!

This year marked 30 years since the Fitzgerald Inquiry Report (into police misuse of powers and corruption) was tabled in Parliament. The report included recommendations relating to sex work and removal of police. These recommendations have never been implemented.

### **DecrimQLD has used the anniversary to raise our campaign issues.**

The “Fixing Fitzgerald” seminar at Queensland University of Technology, July 2019 packed out the room and speakers included sex workers who worked pre & post Fitzgerald and researchers. Scarlet Alliance, supported the event by sending CEO Jules Kim to co-chair. We also contributed to the development of a briefing paper on the topic for the Queensland University of Technology, Crime, Justice and Social Democracy Research Centre series.



*“30 years after Fitzgerald: The unfinished business of Queensland’s sex work policy”* was our symposium at Parliament House, August 2019. The Hon. Peter Russo MP hosted the event and it was attended by Labor, Liberal, KAP and Greens MPs. This event was timed to be in the week leading up to the Labor State Conference and Labor Women joined in supporting our campaign as a result of the impressive talks.

In September/October we had to move into overdrive to prevent amendments to the Prostitution Act that would have increased police powers. Along with supporters, and many sex workers who spoke out, we managed to stop the changes going ahead. On 21 October DecrimQLD achieved a long awaited outcome, announced by the Minister for Police Mark Ryan, that moves us along to the next stage of our campaign:

***“I write to advise that I have been informed by the Honourable Yvette D’Ath MP, Attorney-General and Minister for Justice of her intention to refer the development of an appropriate framework for the sex industry to the Queensland Law Reform Commission (QLRC).”***

Lots of sex workers contributed to DecrimQLD over the year, all who deserve a big cheer!



# 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](http://www.respectqld.org.au)
- ❖ Or email us for more information: [info@respectqld.org.au](mailto:info@respectqld.org.au)
- ❖ Like our Facebook page: [www.facebook.com/RespectQld](http://www.facebook.com/RespectQld)
- ❖ Follow us on Twitter: <https://twitter.com/respectqld>
- ❖ Pop in to an office near you!

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## Cairns

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## Brisbane

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## Gold Coast

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