

Annual Report
Respect Inc
2020



Annual General Meeting

2:30 - 4:30pm

Friday 20 November

On-site limited numbers at each office

Online participation available

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Who and What is Respect Inc?



**Carly, Mikhala, Randy. DecrimQLD and Respect Inc
International Sex Worker Rights Day, 3 March 2020, Southport**

This year has required Respect Inc to stay firm on our principles, more than ever. During this pandemic we have observed human rights abuses, poverty, bad policy and worse laws take its toll on sex workers in Queensland, Australia, and globally. Respect Inc is not a bystander. The sex worker community in Queensland, and nationally, has banded together with mutual aid, solidarity and support.

Respect Inc is the statewide sex worker organisation in Queensland, for and by sex workers. Incorporated over a decade ago, as a result of sheer determination, grit and pride by some amazing Queensland sex workers - three of whom have been gifted life membership to Respect Inc in gratitude - Jaquie and Jenny from Townsville, and Candi from Brisbane. Everyone involved in Respect Inc are sex workers - past and present. Sex workers of all language backgrounds, genders, sectors of sex work, neurotypicality, ability, age, drug use status, citizenship status and health status are welcome at Respect Inc.

COVID-19 & Sex Work

COVID-19 and Sex Work in Australia



SHUT OUT BY STIGMA

In failing to communicate clearly and directly with sex worker peer organisations, state, territory and federal governments displayed blatant stigma and disregard for our communities in ways that have not been replicated with other stakeholders, including sporting and other industry stakeholders, who were treated with urgency and high regard for community rights and wellbeing.

In response, sex worker peer organisations spent valuable resources on developing model COVID safety plans and checklists created in consultation with sex workers themselves, and many governments still showed a lack of commitment to return to work dates and protocols

The lockdowns and shut down of sex work in Queensland had a huge impact. Police were out in force targetting sex workers for compliance and fines. There was a welfare crisis across the whole state, and for a lot of sex workers it will have financial security reverberations for the next decade.

Respect Inc team provided thousands of one-on-one peer education sessions, reached tens of thousands of sex workers via SMS and other digital platforms, doubled our social media footprint, took our workshop program online, used affirmative action to prioritise Asian-language background, youth, trans, male, Aboriginal and Torres Strait Islander, and rural/regional sex workers. All information was shared on a [dedicated page on the Respect Inc website](#). We supported sex workers throughout Queensland find a way through the COVID pandemic, including notably through the [Scarlet Alliance Emergency Fund](#). New partnerships for crisis referral were forged.

Months of tireless training, consultation, lobbying, meetings, negotiation and dedication and passion of our members, staff, the State Coordinator, the Decrim leader, and many sex workers, of took place in order to secure a return to work date. [Sex workers finally returned to work on June 3. Sex work in Queensland currently requires a Checklist, which has been translated into five languages by Respect Inc, and a TAFE certificate.](#)

Respect Inc have to thank our all staff and management committee for an exceptional response to the pandemic. Thank you to sex workers in Queensland, sex workers active in the other sex worker organisations across the country, and our national peak body Scarlet Alliance. We survived and thrived, stronger than ever.

To read the full national report on COVID-19 and sex work in Australia link here

http://scarletalliance.org.au/library/COVID_Report

Vision, Values, Guiding Principles, Mission



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.

Values of the organisation

Diversity	Equality	Rights
Respect	Pride	Autonomy

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.

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.

Annual General Meeting Agenda



Hope and Jesse, World Hepatitis Day

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

Nominations

Management Committee

CANDIDATE	NOMINATED BY	POSITION
Dee Ville	Mikhala Batiste & Lulu Holiday	Brisbane
Lucy Blissbomb	Mikhala Batiste and Hazy	Brisbane
Mikhala Batiste	Rose B & Lulu Holiday	Brisbane
Anne MacLennan	Neddy Westa & Elena Jeffreys	Cairns
Jaclyn Robson	Mikhala Batiste & Lulu Holiday	Gold Coast
Robert Fawkes	Angelina Li & Michele Mann	Townsville
Gio	Elena Jeffreys & Jodie Wildflower	Male
Rose Broomhall	Mikhala Batiste & Lulu Holiday	Trans/Gender diverse
Maddie Toya	Mikhala Batiste & Lulu Holiday	Trans/Gender diverse
		Youth Rep
		Asian Language Background
		Remote (more than 200ks from an office)

Excerpt from 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.

Excerpt from Respect Inc Constitution

Continued...

(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]*

Excerpt from Respect Inc Constitution



Continued...

(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 2019/2020

Chairperson – Townsville
Robert Fawkes Current

Treasurer – Brisbane
Mikhala Batiste Current

Vice Chairperson – Cairns
Neddy Westa Current

Secretary - Brisbane Casual
Lucy Blissbomb Current

Committee Member - Male
Hazy Inseptember Resigned

Committee Member - Brisbane Casual
Dee Ville Current

Committee Member - Youth
Riva Capra Resigned

Committee Member - Brisbane Casual
Ivy Belle Resigned

Committee Member - Gold Coast
Jules Lexington Resigned

Members in Attendance: **Townsville:** Robert, Angelina, Karen, Janelle
Cairns: Wendy, Neddy
Brisbane: Ivy, Jenny, Vickki, Hazy, Annie, Lulu, Joe, Mikhala,
Harley, Lucy, Candi, Rachael, Maddie (arrived 2:26pm)
Gold Coast: Hope, Carly, Jules, Elyse
Remote: Elena, Riva

Note taker: Mikhala

Chaired: Robert Fawkes
Apologies: Michele Mann, Amber Lee
Returning officers : Candi Forrest and Rachael Brennan

Start Time: 1.39

	Decisions
<p>1. Opening</p> <p>Recognition of Indigenous sovereignty and welcome by the current Chairperson, Robert Fawkes</p> <p>Race relations protocol (to be read out by Chair at the beginning of each meeting): We acknowledge the Traditional Owners of the land we live and work upon. They are the Yirrganydji People and the Gimuy Walubarra Yidinji People of Cairns, the Turrbul People of Brisbane (Meeanjin), the Yugambeh People and Kombumerri People of the Gold Coast, and the Bindal People and Wulgurukaba People of Townsville and Magnetic Island, and sex workers past and present.</p> <p>Recognition of sex workers who have contributed to the improvement of our industrial and human rights.</p>	
<p>2. Members who are present at the meeting are identified and recorded in the minutes as present and able to speak and vote</p>	
<p>3. Apologies received by members not present identified, minuted.</p>	Amber, Michelle
<p>4. Confirmation of the minutes of the previous AGM</p> <p>Moved and passed by members who attended the last AGM.</p>	Moved Robert, Seconded River. Agreed

<p>5. Special Resolution The special resolution is to vote on the below Constitutional changes. To pass the special resolution requires 70% of the total members present to be in favour.</p> <p><u>Plain English Explanation</u></p> <p>These topics and changes have been identified by members over the last two years or more:</p> <ol style="list-style-type: none"> 1. <u>Better use of online technology.</u> Technology has changed since the constitution was written. The changes propose that membership forms, candidates for the MC, and our financial systems be updated to make use of new technology. 2. <u>Gender neutral language, and definition of transgender and gender diverse.</u> Use of gendered language has changed in recent years. We propose non-gender specific terminology. The definition of transgender and gender diverse has been upated to better reflect our community. 3. <u>Gold Coast Sex Worker representation in Respect Inc.</u> The changes proposed will make it more practical for Gold Coast-based sex workers who live within 100km of the Qld/NSW border to participate in Respect Inc. 4. <u>Asian background Sex Worker representation in Respect Inc.</u> The changes proposed will encourage involvement of Asian background sex workers in Respect Inc. 5. <u>Removal of unused categories in the Constitution</u> There was a category of "Associate membership" in the old constitution, but it has not been used for a long time. We propose to remove this category. <p><u>Text of Motion to be voted upon</u></p> <p>Transgender Definition changes</p> <p>Section 1 Interpretation</p> <p>Omit: <i>Transgender person</i> 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.</p> <p>Omit: <i>Transsexual person</i> 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.</p> <p>Insert: <i>Transgender or gender diverse person</i> means a person who identifies differently to that which has been assigned to them at birth.</p>	<p>Moved by Candi Forrest Seconded by Annie Mundy. All agreed, no objections. Changes to the constitution accepted!!</p>
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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.

<p>Administrative Changes - Section 19 Electing Management Committee</p> <p>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.</p> <p>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.</p> <p>Insert: A list of the candidates names will be posted in a space where members are able to access them.</p> <p>Administrative Changes Electronic Membership Forms</p> <p>Section 7 New membership</p> <p>(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 seconder).</p> <p>(2) An application for membership must be—</p> <ul style="list-style-type: none"> (a) in writing; and (b) signed by the applicant and the applicants proposer and seconder; and (c) in the form decided by the management committee. <p>Insert: (c) in the form decided by the management committee</p> <p>Renumber: 1(2)(c) to 1(2)(d)</p>	
<p>6. Chairperson Annual Report, written report is in the AGM report and verbally presented at the AGM by the current Chairperson, Robert Fawkes</p> <p>Verbal report:</p> <ul style="list-style-type: none"> - Acknowledgement of our achievements, Decrim Campaign, Staff (Mo, Wendy, Michele, Karen, Elena, Janelle, Angelina, Joe, Vickki, Lulu, Kiki, Harley, Liv, Carly and Elle), volunteers Maddie, Auden, Hannah-Rose (Brisbane), Hope, Elyse, Jules (Gold Coast) in each region, - MC, Mikhala, Ivy, Jenny, Neddy, Hazy and Jules <p>Questions</p>	
<p>7. Treasurer's Financial Report written report is within the AGM report and verbally presented at the AGM by the current Treasurer, Jenny King</p> <p>Verbal report</p> <p>Questions</p>	
<p>Audit is moved by Jenny, seconded by Neddy. Accepted.</p> <p>Appointment of the Auditor for YE 2020, moved by the Treasurer and voted on by the present members, seconded by Mikhala. Peter Dadic in TSV</p>	

8. Staff statements/reports

State Coordinator's written report is in the AGM report and verbally presented by the Coordinator, Elena Jeffreys

Verbal report:

Move of Gold Coast office

All staff and casuals

Hey Hustler Steering Committee: Jay, Sailor, River and Maddie (now retired).

Volunteer program peer trainers, too many to mention.

The sex workers who have been in a position to take action against perpetrators of violence and fraud against our community. We support you and will continue to do so.

Questions

Decrim Campaign Leader's written report is in the AGM report and questions can be asked from the floor, Janelle Fawkes

- Very busy year, amazing Committee
- Proactive campaign, driving change
- Massive stumbling block recently with Police Powers - DecrimQld and Respect pulled together and demanded this was smashed! Getting this stopped was powerful.
- Organising a meeting with the A-G.. not confirmed but closer!
- Meeting with Deputy Premier next week!

Questions

9. Standing down of the Management Committee

Rob stops chairing and hands over to the returning officers. The meeting will now be chaired by Returning officers, Rachael and Candi.

10. Election of the New Management Committee

Nominations received (listed in alphabetical order) and position identified

Amber Lee, Brisbane - Moved by Ivy, seconded by Carly

Brother Hazy, Male - Moved by Elena, seconded by Robert

Dee Ville, Brisbane - Moved by Kiki, seconded by Vickki

Ivy Belle, Brisbane - Moved by River, seconded by Carly

Jules Lexington, Gold Coast - Moved by Carly, seconded by Elena

Mikhala Batiste, Brisbane - Moved by Lulu, seconded by Joe

Lucy Blissbomb, Brisbane - Moved by Elena, seconded by Robert

Neddy Westa, Cairns - Moved by Mo, seconded by Jodine

River Capra, Youth and Trans and Gender Diverse - Moved by Ivy, seconded by Carly

Robert Fawkes, Townsville - Moved by Angelina, seconded by Karen

<p>Are there any Objections to Nominations</p> <p>Returning officers are to ask if there are any objections to any nomination.</p> <p>If the answer is no, we move to announcements of positions (see below).</p> <p>If an objection is made, the objector needs to explain their objection and the person being objected to has a chance to respond.</p> <p>Then the nomination goes to a vote by either secret ballot or show of hands. Majority of members decide if it is a secret ballot or show of hands.</p>	No objections.
<p>Announcement of positions with only one nomination, congratulations to these successful candidates.</p> <ul style="list-style-type: none"> ❖ Brother Hazy, Male ❖ Jules Lexington, Gold Coast ❖ Neddy Westa, Cairns ❖ River Capra, Youth and Trans and Gender Diverse ❖ Robert Fawkes, Townsville 	
<p>Election for Brisbane Position</p> <p>Amber Lee, Brisbane - Moved by Ivy, seconded by Carly</p> <p>Dee Ville, Brisbane - Moved by Kiki, seconded by Vickki</p> <p>Ivy Belle, Brisbane - Moved by River, seconded by Carly</p> <p>Mikhala Batiste, Brisbane - Moved by Lulu, seconded by Joe</p> <p>Lucy Blissbomb, Brisbane - Moved by Elena, seconded by Robert</p>	Each nominee spoke - Ivy spoke on Ambers behalf
Break for voting	Secret vote held.
<p>Results of the votes are announced.</p> <p>Remaining nominees will be considered for casual appointments at next meeting 29 November 2019</p>	Brisbane position: Mikhala Batiste
<p>If there is any vacant positions after this step we invite members can nominate from the floor at the AGM to be elected into this position.</p> <p>If more than one person nominates for a vacant position we go through the same process as listed above to determine the successful candidate.</p> <p>Positions Vacant: Asian Language Background, Remote (more than 200ks from an office)</p>	Candi read out positions vacant.
Meeting will again be chaired by Robert Fawkes	
<p>11. General Business as identified by the present members with discussions and decisions written into the minutes.</p>	
Janelle, thanked the outgoing MC for their contributions. All agreed!	
Meeting ended: 3:10pm	

Chairperson Report

Robert Fawkes



Robert Fawkes at DecrimQLD and Respect Inc, Southport, International Sex Worker Rights Day, 3 March 2020

Well, what a year! If anyone had told me that there would be half the events happening in 2020 that we have experienced, there is no way that I would have believed it for a second.

The whole year has been like an out of control train, taking its own course and if you were not on board or seated and buckled up you were thrown around and or left at the station. It has been enormous but also stimulating. When I say that I mean that the huge efforts and comradery shown by sex workers has been no less than inspirational. It has installed in me a renewed passion and pride. I am proud to be a sex worker, proud of the enthusiasm shown to fight adversity, passionate about the sex industry and proud of sex worker organisations' responses to the COVID 19 pandemic.

Respect Inc has had many changes throughout this year. Lucky as sex workers we are resilient and skilled at adapting. We have had staff and Management Committee members leave to go their own ways. This has not deterred us and we were able to remain constant, work to meet goals, and maintain the commitment that is needed to govern an organisation that is evolving and growing constantly in numbers and strength.

In March we held our annual Respect Inc Round Table which was well supported by the sex worker community, staff and Management committee. We covered a lot of different topics with our peers. There were a lot of issues arising from this forum and many we can implement to ensure that next year's Respect Inc Round Table can be better. The feedback is a positive thing, allowing us to grow and evolve and to improve the material and to be sure that we are presenting what our peers want and need. So thank you all for your support and feedback.

Chairperson Report

Robert Fawkes

Continued...



March also saw the effect that COVID-19 started to have on our industry. Before we knew there were many cases throughout Australia and Government restrictions were applied to our everyday life. Lockdowns, border closures and social distancing were installed and through this the interference with our work as sex workers and stoppage of sex work throughout Australia. Respect Inc remained strong and focused on keeping our doors open and phone lines staffed to provide access for sex workers. We continued to work within the guidelines and regulations to provide quality support and advice to our fellow sex workers.

This was a trying and stressful time for all of us. Many in our community had found themselves in crisis during the shutdowns.

The impact of no income, no financial security and an unknown return to work date took its toll on many of us.

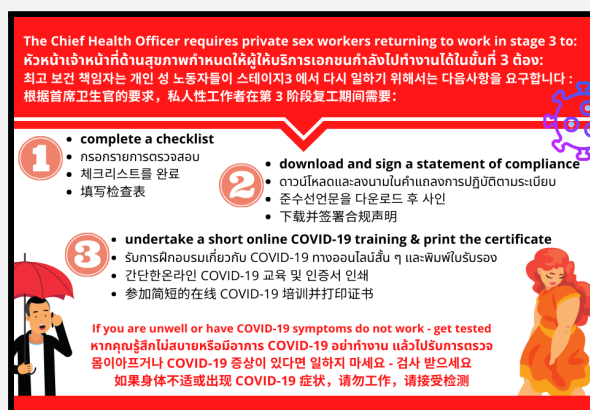
I am proud that the Respect Inc team stepped up to do everything we could to fill the gap, including our contributions to the [National Cabinet of Whores](#) and the National Emergency fund (raising \$105,715 [March - August](#), and \$44,381 [August - November](#)), supporting sex workers with at least a small monetary buffer. We also supported staff during this time with increased access to external counselling. During the pandemic the QLD and Australian governments provided support and funds to businesses and organisations to stay afloat and keep working. We were able to access and receive funds which helped us to provide a higher level of support to our peers which we would not have been able to without these extra funds.

Our advocacy skills became very important when the PLA introduced new advertising fines in the peak of the shutdown even though anyone who understands sex work would know that sex workers trying to move to online work needed their profiles up to transition clients online or to whatever other bookings they were offering. It took a major fight but we had the fines reversed within a fortnight.

Chairperson Report

Robert Fawkes

Continued...



Respect Inc have had to push back against the unacceptable levels of policing of sex workers during the pandemic. The targetting of sex workers especially by police posing as clients and offering sex workers incentives to agree to a booking when everyone is under financial distress will be an issue we will continue to raise with the Minister for Police and Commissioner of Police.

In July, 2020, COVID 19 [restrictions were eased in Queensland](#). This was a huge sigh of relief for sex workers but there were obstacles and restraints on sex workers which had to be overcome.

Our Decrim leader, State coordinator and many Queensland sex workers had been working tirelessly to breakdown these barriers and with many meetings, consultation on the checklist, phone calls and emails (which sometimes went late into the night), we were able to come to an agreement with QLD Health and COVID team advising the Chief Health Officer, to allow sex workers to go back to work.

This was an amazing feat in itself but it was achieved through collectively working toward a goal and not giving up on our staunch activism and belief that sex workers should not be treated differently. To go [back to work](#), sex workers have had to undergo COVID training, sign a statement of compliance and implement COVID safe working strategies outlined in a checklist that builds on what sex workers already do. Respect Inc staff provided assistance to all sex workers who needed it including support in gaining their certificate to allow them back to work they also ensured the documents were translated into multiple languages and we held a number of online information sessions to make sure sex workers knew what they needed to do. We used our [twitter account](#) and [facebook page](#) to get the message out to many of our peers.

In August we had our annual face to face meeting with QLD Health, it was an online meeting for the first time. It was different but I believe it was a successful meeting and from feedback, they seemed to be happy with the work that we did and were able to achieve during these unusual times. They were impressed with the Syphilis project.

Chairperson Report

Robert Fawkes

Continued...

The Syphilis campaign is still being finalised with translations being done before we publish this resource. In August we also recruited more casual staff to work in specific areas of Trans, Male and Indigenous sex work. We did not receive funding for these projects but were able to self fund these areas for a limited time. The main focus is, to find out information on the needs in these areas so we can continue to have conversations with QLD Health regarding the importance of funding in these areas.

In September we participated in [International Sex Worker Pride day on 14 September 2020](#). This was a great success with all offices contributing to achieve this result. The event was very well supported by the greater sex worker community. We as an organisation, have prioritised the needs of our peers and continue to support all sex workers.

In November we attended the [Scarlet Alliance](#) Forum which was online for the first time. In Queensland [Respect Inc hosted 4 hubs at our offices](#) which we well attended and thanks to staff, volunteers and MC it was a success.

We have been very privileged to have such wonderful staff and volunteers. I have to thank them all for their achievements and their tireless work.

I wanted to thank past MC members for the year, especially Hazy who was a member for 4 years and is now working for Respect Inc as one of our staff members. I also have to thank all current MC, for the extra work and good consistent governance during a difficult year.

Special thanks to Mikhala (Treasurer) who has done a magnificent job at keeping the MC informed on our financial position and aware of how we are tracking against our budget. Thank you Lucy (Secretary) who stepped up and took over the position when it became vacant. Her experience with community based organisations has been invaluable.

I also really wanted to thank Dee Ville for her efforts of being a committee member and sticking it out when others have fallen away.

Finally, our Vice Chairperson Neddy, whose work has been remarkable, and I have had such great support from her all year. Unfortunately, Neddy will not be nominating this year due to personal commitments. I want to thank her for all the work she has given to Respect over the last 5 years. Her presence will be greatly missed and I wish her luck for her future endeavours.

Once again a huge thank you to all the sex workers in Queensland who have supported us and inspired us throughout the year.

Treasurer's Report 2020

Mikhala Batiste



Mikhala Batiste at DecrimQLD and Respect Inc International Sex Worker Rights Day, 3 March 2020, Southport

This has been my first year in the role of Treasurer! Filling very big shoes after two of Respect Inc's founding members held this position prior to me - Jenny King and Candi Forrest. I would like to thank both Candi and Jenny for their previous work in the role and for helping me learn more about the financial systems and accountability at Respect Inc. With thanks to all the staff, the SC, and our Bookkeeper, Respect Inc was able to diligently wrap up the 2019-2020 financial year.

Respect Inc is in a sound financial position at the end of June 2020. Our overall income was \$895,908 and expenditure \$893,270 leaving a surplus of \$2,638. Each year Respect Inc is audited by an independent auditor. This year the auditor Peter Dadic found that the organisations financial reports were a true and fair representation of the financial position at 30 June 2020, and that they comply with the Australian Accounting Standards and the organisations constitution.

As an organisation, we have in place very strong financial accountability and management systems. This year we have updated our delegations authority table as it relates to our financial systems. The Executive and State Coordinator have held regular budget meetings throughout the year so that we could monitor our financial position and make adjustments when necessary. As an organisation we continue to mature and develop our financial accountability and processes. We have worked together as a team and made commitments to ongoing training so that all money held by Respect Inc can be used to serve and support the Queensland sex work community most effectively.

Queensland Health

In the Financial Year of 2019-2020 we received \$745,526 funding from Queensland Health with only \$374 overspent in 2019-2020. The Queensland Health funding we receive pays for our core health promotion and peer education activities including our team's wages, training and supervision, rent and utility costs at each of our four offices, sex worker community engagement and social events, regional outreach trips, vehicle expenses, and our annual Round Table.

Treasurer's Report 2020

Continued...



International Hepatitis Day

Stock Sales

This financial year Respect Inc sold \$45,970 worth of [sex work supplies](#), making a [small profit](#) for the organisation of \$11,520. This money is used to support non-funded activities. In October 2020 Respect Inc implemented a new system of digital invoicing and stock control which has increased our organisation's financial accountability measures.

JobKeeper

Some of the Respect Inc team were eligible to receive JobKeeper during COVID-19 which meant we had no cuts to staff during this intense period and Respect Inc was able to commit extra human resources to supporting our community through such a stressful time.

Respect Inc no longer holds any funds from the Prostitution Licensing Authority

In 2015 we received money from the PLA for two projects, the first was the Brothel Workers Needs Assessment and the second was for Career Development course subsidies. As of 1 July 2020 we no longer have any PLA money in Respect Inc accounts.

Other Grant Money in 2020

Respect Inc has been fortunate in applying for and receiving several non-recurring grants from various sources in the 2020 calendar year. This includes:

\$150,799 from [Queensland Health](#) to support our organisation during COVID-19. This money is going towards mental health support for Respect Inc staff, extra hours for staff to support sex workers and money to replace or fix IT resources to improve our digital communication and connection with the community;

\$1,500 from [Hepatitis Queensland](#);

\$10,000 from [MICAH](#) to support Sex Workers in financial crisis;

\$32,699 from [Gambling Community Benefit Fund](#) to be spent on capital items;

\$4,000 from [Cairns Sexual Health](#) for a Syphilis resource.

State Coordinator Report

Elena Jeffreys



Elena Jeffreys at DecrimQLD and Respect Inc International Sex Worker Rights Day, 3 March 2020, Southport

Who could have predicted that 2020 would be a pandemic year. Respect Inc stayed focussed, responsive, open, informed, involved and very, very busy.

Housing, poverty, safer sex, harm reduction, responding to violence, COVID restrictions, changing regulatory landscape, workshops, education, health and advice have kept the team busy.

Our four safer spaces

On the vast land of the **Yugambeh Language group and Kombumerri People** ([Gold Coast](#)), Carly (peer educator), Elle (Casual and short projects), and Hope (short projects) have maintained the peer education and community activity through 2020. Carly has assisted sex workers with housing, welfare, access to justice, combatting violence, and navigating the crisis housing schemes in Southport. Fines were running thick during COVID restrictions. Off-site outreach, accessibility of supplies, access to reliable advice about access to justice, and support with court cases has been the focus this year. Elle ran a regular safer space for trans sex worker drop ins and peer education. Hope was on site for sales. It's been a true team effort.

Michele (peer educator), Karen (casual), Angelina (administration - outgoing), Miranda (administration - incoming) and Robert (chairperson) are at the centre of activities in the home of the **Bindal People and Wulgurukaba People** in [Townsville](#). Michele had a busy time during COVID with a lot of outreach and support for sex workers with housing, medical, welfare, and access to justice needs. According to news reports and community information, at least 2 alleged migrant/touring sex workers were charged as a result of being in separate rooms at the same motel during COVID-19 lockdown in April, and at least 2 more charged for basic safety strategies in September. Local sex workers have also been hit with various charges. The Respect Inc office in Townsville is an essential part of keeping sex workers up to date, safe and secure.

State Coordinator Report

Continued...



DecrimQLD & Respect Inc Rally, International Sex Worker Rights Day, 3 March 2020, Southport

Big changes for Respect Inc on the land of traditional Owners the Yirrganydji People, the Gimuy Walubarra Yidinji People and the Tjapukai People. The [Cairns](#) team has had Wendy keeping the doors open for half the year, and Jodie (new staff member) has been in the lead since mid August. Janelle (DecrimQLD, Social Media & Bookkeeper), and myself have been on-site all year. Neddy is the Cairns MC member and regular at the office. It's been a great year for Tea and Tarts, workshops, drop in and peer education. Unfortunately it has also been a big year for arrests, charges and police harassment during and after COVID-19 restrictions, resulting in many sex workers seeking support from Respect Inc office in Cairns.

In Meanjin ([Brisbane](#)), on the land of the Jagera People and Turrbal People, Jesse, Lulu, Harley, Aatee, Hazy, Hope, Steve, Zoe and Jasper have kept the doors open, the referrals up to date, SMS'd thousands of sex workers, and trained hundreds for the COVID requirements.

Workshops Program - now Online

The Respect Inc workshop program had already begun in March 2020, when the pandemic hit. We quickly moved online and added workshops on COVID-19 related training, education, skillshare and consultation. Topics covering online and non-contact work were popular. A mental health check in was also introduced this year, with great feedback. All workshops are evaluated and the feedback is used to inform next year's program.

Asian Focus

Most migrants in Australia have been unable to access government support during COVID, but Respect Inc has been there for them. Bills, rent, groceries, transport and quality of life have been major issues, amplified by arrests and risk of arrests due to targeting by police. Aatee, joined by Zoe (casual since August 2020!), has worked hard all year in the office and on outreach. Aatee and Steve have also contributed to the Scarlet Alliance sub-committee for migrant sex workers.

State Coordinator Report

Elena Jeffreys

Continued...

Stats Nov 2019 - Nov 2020	1 Nov 2019 - 28 Feb 2020	1 March 2020 - 30 June 2020	1 July 2020 - 30 Oc 2020	12 months totals
One on One Peer education	878	1101	1172	3151
Face to face visits to workers' location	18	54	47	119
Bulk messages (SMS, web platforms)	4744	7863	4645	17,252
Events, Workshops	19	27	45	91

Hey Hustler

Prior to COVID, Harley hosted consultations, events and Steering Committee meetings with the Hey Hustler group. In July and August the monthly events recontinued. Housing, welfare, access to justice, police prosecution and safety at work have been the key issues Harley has worked on.

Legal Briefs

At the Respect Inc Roundtable there was a decision by the staff team and Management Committee to formalise our criminal justice activity. This resulted in tracking this work in 'Legal Briefs'. As arrests ramped up during COVID this became a vital tool for Respect Inc in assessing human rights abuses during the pandemic. A total of 37 cases have been worked on by the peer education team this year.

State Coordinator Report

Elena Jeffreys

Continued...



Farewelling some staff, welcoming others

Many thanks to the work of Jasper, Kiki, Liv, Joe (Brisbane office), and Angelina (Administration) for your time at Respect Inc. Welcome to Steve, Hope, Jesse (Brisbane), Jodie (Cairns), Zoe (Asian Focus), Teddy (Social Media Casual), Hazy (CDP) and Miranda (Administration). Congrats to Lulu who is new in the Brisbane peer educator role.

Syphilis Prevention Activity

In July 2019 the Respect MC decided to prioritise working on Syphilis prevention for sex workers in Queensland. An application for funding was unsuccessful, but we went ahead with available energy and held two consultations, engaged clinical reviewers and an illustrator, and now have text in English finalised and on the [Red Book](#) website.

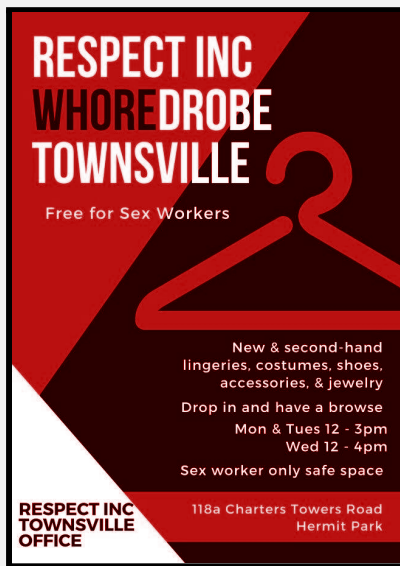
It is no exaggeration that Respect Inc is now a national leader on knowledge about Syphilis prevention, including hosting skills shares for sex worker organisations in other states. The translated resource and social media campaign will be released over the summer.

A big thank you for the tireless work of the Executive and MC

Robert, Mikhala, Neddy and Lucy have excelled as the supervisors of the State Coordinator position, as super whores, and as the now long-standing backbone of the governance activity at Respect Inc. Dee Ville has been learning and it has been a pleasure to welcome Dee onto the committee. Many thanks also to all the members who resigned during the year, particularly Riva Capra who aimed to bring trans and youth voices to the fore and Hazy for his long term commitment.

State Coordinator Report

Continued...



Mental wellbeing within Respect Inc

Succession planning, training, external counselling, taking leave, keeping the doors open, communicating with each other, team work, balancing end of month, running new and exciting programs, updating our entire sales system, many many video calls, staff meetings, planning meetings, spreadsheets for tracking, debriefing, appraisals and supervision... Respect Inc has used every tool in the box this year to keep ourselves well, supported and sane.

Our supporters

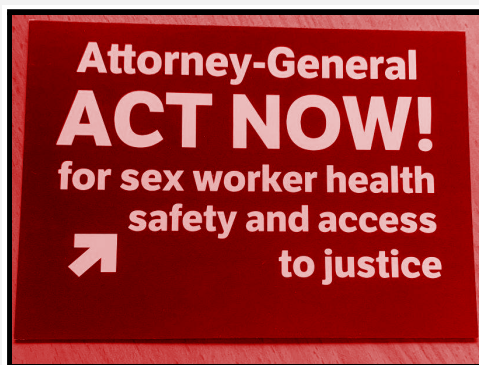
A final thank you to all individuals, agencies and others who have supported the work of Respect Inc this year. There are too many supporters to list, but these are some of them:

QulHN and everyone at Better Access Health, Cairns Sexual Health in particular Darren, Carly and Rhondda, Dr Helen Pedgrift, Lynn at Rockhampton Sexual Health, Linda at Mackay Sexual Health, MICAH, Queensland Positive People, Queensland Council for LGBTI Health, Lucie Bee and Jeremy, Lena Lundell, Empire Finance, Gold Coast City Council, Share the Dignity, UQ School of Public Health, Central Queensland University School of Criminology, Mooball Web Hosting, Common House and Unite in Fortitude Valley, Queensland Department of Health, AFAO, Scarlet Alliance, Sexual Health and BBV Interagency, the Queensland Sexual Health Society, Pink Advocate, Q News, AFAO, MAGENTA, SIN, SWOP NSW, SWOP NT, SWOP ACT, SWEAR, VIXEN, and sex workers all over Queensland and Australia and the world.

Thank you for your ongoing support and positive feedback and input.

Decrim Campaign Report

Janelle Fawkes



One of the big events for [DecrimQLD this year was the International Day to End Violence Against Sex Workers protest on 17 December 2019 in Brisbane](#). We were joined by union and health speakers, showing the broad level of support for decriminalisation the campaign has achieved. The event was followed by a night of performance by sex worker artist & activist Queenie Bon Bon, who donated takings from the event to the DecrimQLD campaign. The venue was donated by our friends at Common House.

Pics below from this event & many other events by Hazy, many thanks.

SEX WORKERS AND SUPPORTERS DEMAND ACTION ON DECRIMALISATION

— DECEMBER 17 —
INTERNATIONAL DAY TO END VIOLENCE AGAINST SEX WORKERS
#IDEVASW




CANDI FORREST & ELYSE COLES - DECRIMQLD
"We recognise the impact on sex workers' mental health of daily experiences of stigma & discrimination & laws that actively isolate us & prevent us from sharing information & leave us under police scrutiny. Every day we have to choose between working legally OR safely knowing if we choose safety we risk arrest."
"Police peruse sex worker advertising and use a word wrong to get permission to do an undercover sting, pose as clients & use our phones to prove we've been communicating with each other (a crime in QLD)."



MELANIE FOX
VP, QLD COUNCIL FOR LGBTI HEALTH
"We share Respect's immense frustration at the Attorney General's delay in referring the issue to the QLRC. Every day of delay sees sex workers at risk and becoming criminals, when they would not be if they lived in NSW or the Northern Territory."



MICHAEL CLIFFORD - QLD COUNCIL OF UNIONS
"It is not only that sex workers cannot contact each other about their work or when they arrive or leave but that these basic safety measures and other basic safety measures are criminal offences. It needs to stop."



EVA - DECRIMQLD
"We say:
NO to violence against sex workers
NO to laws that isolate us
NO to laws that make us work alone
NO to laws that criminalise our safety
NO to police that target us yet won't take our reports
NO to politicians who don't act against indefensible & harmful laws in QLD
We demand government action on decriminalisation by repeal of laws that criminalise & make us unsafe!"



DR WENDELL ROSEVEAR - STONEWALL CLINIC
"The decriminalisation of sex work is important and necessary. There is a change that could be made right now that doesn't require legislative change. That is an end to police entrapment. It is not a law it is a policy and it could be stopped today. It would be a major improvement for sex workers."



JUDITH DEAN
PRESIDENT - SEXUAL HEALTH SOCIETY QLD
"Peer support networks & information exchange between sex workers has been shown to be effective at reducing violence. However, policing of sex work and disruption of peer networks isolates sex workers and reduces their ability to reduce their risk of violence."

©DECIMQLD PH: 0491 228 509

Decrim Campaign Report

Janelle Fawkes

Continued....



2020 has been about keeping pressure on & taking every opportunity to raise the need for decriminalisation of sex work in Queensland. This included hundreds of phone calls, a letter writing campaign, dozens of meetings with politicians, taking our banner & umbrellas along to events, utilising media & social media to raise our profile.

In many ways this has been successful, as the round of meetings with MPs and Ministers in August/September 2020 showed a greater understanding of the reasons decriminalisation is essential.

COVID-19 has had an impact on our campaign and all of us, but our skills and connections became very valuable when the Prostitution Licensing Authority introduced additional advertising penalties for sex workers during COVID. The move singled out sex workers for restrictions not applied to other industries - further demonstrating how out of touch the PLA is with how sex work works. Our advocacy achieved reversal of the penalties.

It was also a year of great frustration for all of us as the referral to the Queensland Law Reform Commission was delayed. The referral requires the Attorney General to act, and for reasons unknown to us that did not happen.

In March 2020, our postcard series saw the Attorney General's office receive hundreds of reminders in the mail that sex workers and supporters are not going away until the criminalisation of sex worker safety is repealed. Calling for action on the referral and progress on decriminalisation continues to be an essential part of our advocacy.

Decrim Campaign Report

Janelle Fawkes

Continued....



5 REASONS TO GIVE SEX WORKERS A RETURN TO WORK DATE IN QLD

Sex workers:

- Are experienced in applying safer sex work practices in our workplaces
- Are ready to use enhanced cleaning & screening practices
- Like other personal contact industries have developed a COVIDSafe checklist
- Are legitimate workers who should have the same rights & responsibilities other workers
- Spend the money we make in local economies

Plus It's the fair and right thing to do!

DecrimQLD added capacity to Respect Inc's call for inclusion of sex work when other personal contact and service industries were scheduled to return to work in Queensland. We hosted consultations with the sex worker community, contributed to the development of COVIDSafe checklists, negotiations with the COVID team reviewing industry return-to-work plans and coordination of translations.

During this year when many sex workers were unable to work for several months, many without access to government support, there has been a high level of targeting of sex workers by police.

'Knowingly participate in the provision of prostitution' charges for working in pairs or in the same hotel as another worker, communicating about our work, and even driving each other to bookings are the result of police posing as clients and entrapping sex workers. The charge is often combined with 'tainted property' charges that result in the seizure of the sex worker's phone and earnings.

Unfortunately, this is just more reason to continue our fight for decriminalisation in Queensland.

Congratulations to the many sex workers who have participated in the DecrimQLD campaign. We have definitely promoted a greater understanding and awareness of the problems with Queensland's sex work laws in the community and that the solution is decriminalisation of sex work. More than that, we have shown what we can achieve when sex workers stand together!

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>

Cairns

7/24 Florence Street Cairns, QLD

07 4051 5009



Cairns office hosts a sex worker only afternoon tea 3rd Thursday every month.

Townsville

118a Charters Towers Road Hermit Park

07 4724 4853



Update your work wardrobe for free.

Brisbane

28 Mein Street Spring Hill

07 3835 1111

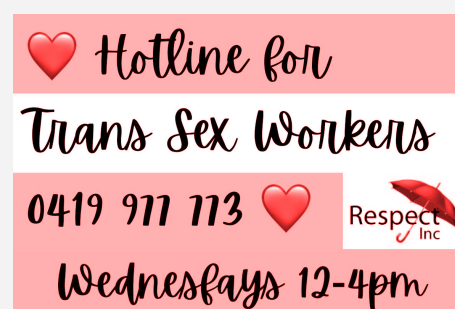


Male worker drop in Thursdays, Fridays.

Gold Coast

Level 1, 3 Davenport St Southport

0401969223



Trans Sex Workers hotline, Wednesdays in December, 3rd Wed each month in 2021.