

Respect Inc Annual Report 2024



Who is Respect Inc?

We are a sex worker community organisation. Respect Inc membership is 100% made up of current and former sex workers. Respect Inc is an active member of Scarlet Alliance, the Australian Sex Workers Association.

Respect maintains three sex worker-only drop-in locations

MEANJIN OFFICE

Open 12 - 5pm Mon - Thurs
L1, 80 Wickham Street
Fortitude Valley 07 38351111

YUGAMBEH OFFICE

Open 12 - 4pm Tues - Fri
L1, 3 Davenport Street
Southport 07 5564 0929

GIMUY OFFICE

Open 12 - 4pm Tues - Thur
U7, 24 Florence Street
Cairns 07 40515009

Respect Inc is run for and by sex workers, is led by an elected Governance Committee of current and former sex workers, and our staff team and volunteers are all current and former sex workers. The team includes peer educators from the male, trans, Asian language background and Aboriginal communities.

#DecrimQLD is a committee of sex workers who have joined with Respect Inc to progress the removal of harmful and discriminatory sex work laws and achieve decriminalisation in Queensland.



AGM 2024

Thursday 14 November, 2024

Start Time 2.00 pm

End Time 3:30 pm

Being held online and at all three offices

Agenda

1. Meeting Opens
2. Record of Members at the meeting
3. Record of Apologies
4. Confirmation of Minutes from last Annual General Meeting
5. Chairperson's Report
6. Treasurer's Report
7. Financial Audit is tabled
8. Nomination of Auditor for 2024/25
9. CEO's Report
10. DecrimQLD Report
11. Standing Down of Management Committee
12. Announcement of Returning Officers
13. Election of New Committee members
14. Report by Returning Officers
15. General Business
16. Proposed Changes to the Constitution
17. Other Business



Minutes from 2023 AGM



AGM Minutes

25 October 2023

Members in Attendance:

Townsville:

Cairns: Neddy, Aatee

Brisbane: Tom, Robert, Lulu, Lorraine, Elena, Bandy, Katie, Satine, Janelle, Dee, Zara, Ella, Gabrielle, Raven, Lucy, Fiona/Lucy

Gold Coast: Elle, Deita Faye Coles, Carly, SJ Jones,

Remote: Darla, Ellie B

Chaired: Robert

Minute taker: Fiona/Lucy

Apologies: Candi, Melissa, Rachael B., Valerie, Blossom

Returning Officers: Elena and Raven

Start Time: 2.12

	Decisions
<p>1. Opening</p> <p>Recognition of Indigenous sovereignty and welcome by Neddy Westa, Respect Inc Vice Chairperson</p> <p>We acknowledge the Custodians of the land we live and work upon. They are the Yirrganydji People and the Yidinji People, the Gunganji People and Tjapukai People of Gimuy (Cairns), the Turrbul People and Yaggera people of Meanjin (Brisbane), the people of the Yugambah Language Group and Kombumerri People of the Gold Coast, the Ngandowal People and Minjungbal People of Bundjalung Nation, and the Bindal People and Wulgurukaba People of Townsville and Magnetic Island. We acknowledge Elders past and present.</p> <p>Today we are gathered on their land.</p>	



<p>We wish to acknowledge the tireless work of our international sex worker community, and thank all those that have come before us. May we do them justice and continue fighting for the needs of sex workers in Queensland, and globally.</p>	
<p>2. Record of Members who are present at the meeting As above</p>	
<p>3. Record of Apologies As above</p>	
<p>4. Confirmation of the Minutes of the Previous AGM</p>	<p>Moved: Fiona/Lucy Seconded: Gabrielle AGREED</p>
<p>5. Chairperson Annual Report Written report is in the AGM report and verbally presented at the AGM by the current Chairperson, Robert Fawkes Verbal report Questions</p>	<p>Moved: Neddy Seconded: Dee AGREED</p>
<p>6. Treasurer's Financial Report Written report is within the AGM report and verbally presented at the AGM by the current Treasurer, Gabrielle. Verbal report Questions</p>	<p>Moved: Neddy Seconded: Dee AGREED</p>
<p>7. Financial Audit is Tabled Handed out at meeting</p>	<p>Moved: Gabrielle Seconded: Elle AGREED</p>
<p>8. Appointment of the Auditor for Financial Year 2023-2024 Motion To appoint Peter Dadic in TSV as auditor for financial year 2023-2024.</p>	<p>Moved: Gio Seconded: Fiona/Lucy AGREED</p>

<p>9. State Coordinator Report</p> <p>State Coordinator's written report is in the AGM report and verbally presented by the Coordinator, Lulu Holliday.</p> <p>Verbal Report</p> <p>Questions</p>	<p>Moved: Gabrielle Seconded: Bandy AGREED</p>
<p>10. Decrim Campaign Report</p> <p>Written report is in the AGM report and questions can be asked from the floor to Campaign Leader Janelle Fawkes.</p> <p>Verbal Report</p> <p>Questions</p>	
<p>11. Standing Down of the Management Committee</p> <p>Robert Fawkes stops chairing and hands over to the Returning Officers.</p> <p>The meeting will now be chaired by Returning Officers, Elena and Raven</p> <p>Four nominations unopposed: Deita Coles (transgender member), Elle Coles (Greater Gold Coast), Robert (Townsville), Blossom Anna (Cairns)</p> <p>Greater Brisbane has four nominees: Lucy Blissbomb, Lucinda Graham, Gabrielle Gabrielle and Dee Ville.</p>	
<p>12. Announcement of Returning Officers</p>	
<p>13. Election of New Management Committee Members</p> <p>Robert Elyse Deita Blossom Lucy/Fiona Gabrielle Dee</p>	



Vacancies: Aboriginal or Torres Strait Islander peer, Male peer, Asian Language peer.	
CANDIDATE, NOMINATED BY & POSITION	
Blossom Anna, Cairns Nominated by Aatee, Seconded by Lulu	
Elyse, Gold Coast Nominated by Gabrielle, Seconded by Valerie	
Deita, Transgender or gender diverse Nominated by Valerie, Seconded by Lulu	
Robert, Townsville Representative Nominated Lulu, Seconded Lucy	
Dee Ville, Greater Brisbane Nominated by Valerie, Seconded by Zara	
Gabrielle, Greater Brisbane Nominated by Carly, Seconded by Lulu	
Lucy, Greater Brisbane Nominated by Carly, Seconded by Lulu	
Lucinda Graham, Greater Brisbane Nominated by Raven, Seconded by Valerie	
VACANT Asian Language Background	
VACANT Aboriginal or Torres Strait Islander Representative	
VACANT Resides 200kms+ from a Respect Inc office	

14. Report by Returning Officers Lucy/Fiona Gabrielle and Dee (a tie)	
15. General Business	

Meeting ends: 3.13



Nominations for Governance Committee 2024/5

CANDIDATE & POSITION	Nominator & Seconder
Seranna Shutt, Cairns	Nominated by Lulu, Seconded by Janelle
Neddy Westa, Cairns	Nominated by Aatee, Seconded by April
Elle Coles, Transgender or gender diverse	Nominated by Lorraine, Seconded by Darla
Deita Coles, Transgender or gender diverse	Nominated by Lulu, Seconded by Katie
SJ (Sarah Jane), Transgender or gender diverse	Nominated by Carly, Seconded by Louie
Deita Coles, Gold Coast	Nominated by Lulu, Seconded by Katie
Elle Coles, Gold Coast	Nominated by Lorraine, Seconded by Darla
Jesse Jones, Male	Nominated by Lulu, Seconded by Katie
Gabrielle, Greater Brisbane	Nominated by Lulu, Seconded by Janelle
Lucinda, Greater Brisbane	Nominated by Lulu, Seconded by Katie
Fiona/Lucy Blissbomb, Greater Brisbane	Nominated by Lulu, Seconded by Penny
VACANT Asian Language Background	
VACANT Aboriginal or Torres Strait Islander Representative	



CANDIDATE & POSITION	Nominator & Seconder
VACANT Resides 200kms+ from a Respect Inc office	
VACANT Townsville Representative	

Membership of the Management Committee (Excerpt from Constitution)

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

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

- i. two persons who normally reside in the Greater Brisbane area;
- ii. a person who normally resides in the Gold Coast region, which can be defined to within 100 km of the Queensland border;
- 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 or gender diverse;
- vii. a member who identifies as Asian language background;
- viii. a member who is a male sex worker and provides his services to predominantly male clients;
- ix. a member who is Aboriginal or Torres Strait Islander;

x. 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.



Respect Inc Chairperson Report - Elle Coles

This has been another huge year for Respect Inc, with our seven-year campaign to decriminalise sex work finally being achieved on 2 August 2024. We lost Robert, our much-loved previous Chairperson, to cancer in July and I took over as Chairperson early in the year to keep our management committee fully functioning.

It was also a challenging year for us as we were desperate to ensure that decriminalisation was legislated for prior to the expected change in state government. I want to thank all the staff and the many volunteers who have worked with us on decrim: attending marches, staffing stalls, endless promotions and conversations, and for their work lobbying and attending endless meetings. We made it.

In addition to obtaining more funding from Queensland Health, we were also successful in negotiating additional funds to implement decriminalisation for the next three years. We won two grants this year; one to address the psychosocial needs of our staff (through the Queensland Care Consortium - QCC) and the other to address the needs and recovery of sex workers who are or have experienced domestic, family or sexual violence. We welcomed a number of new staff this year, to work in the new projects, on Decrim implementation through developing and updating our resources (Lainey & Penny), and several new Peer Educators (Milo, Peach, Leon, Jade, Freya and Ari).

Some roles within the organisation had a change of name this year, to better reflect what the roles entail: Our State Coordinator (Lulu) is now the CEO, Carly is our Assistant CEO, and Ella was promoted to the position of 3IC. The new three-person leadership team is working very well together. Our Assistant Bookkeeper, Lorraine, was also promoted this year, to the role of Bookkeeper. The Decrim Manager role, held by Janelle has transitioned to the Decrim Manager position, and the Management Committee will be known as the Governance Committee. I would like to thank and congratulate all our new (and promoted) staff.

Respect Inc is currently undergoing our second round of quality assurance through QIP, which is due in February 2025. Although time-consuming, it is a very important part of ensuring our organisation stays up to date and is able to access resources and training to deliver the best possible service that we can to our sex worker community here in Queensland and nationally.

I want to thank the Executive, the Management Committee (Governance Committee), the State Coordinator (Lulu, now CEO), the Relief State Coordinator (Carly, now Assistant CEO), Ella, (our 3IC), the staff, the volunteers, our Decrim Committee, and our wonderful sex worker community. Without you all we would not be able to do the work that we do.

Thank you all.



Respect Inc Treasurer Report - Gabrielle Gabrielle

The financial year 2023/2024 has been an exciting year for all and Respect Inc has utilised the resources available to us to achieve the maximum value for sex workers in Queensland. This year I have undertaken training so that I can ensure the organisation continues to meet its obligations. I have more training lined up in the coming months to equip me further as the Treasurer. It gives me great joy and pride to be in the role of the Treasurer in such an amazing organisation with amazing people. We're very excited that our Assistant Bookkeeper transitioned to the Bookkeeper role at the start of the new financial year and welcome her with confidence as we farewell our previous bookkeeper with great thanks in that role.

Thanks to all the staff, the CEO, the Governance Committee, our Bookkeeper and Assistant Bookkeeper, Respect Inc was able to diligently wrap up the 2023/2024 financial year. We are pleased to report that at the end of June 2024 Respect Inc is in a sound financial position. The Governance Committee has reviewed monthly reports, and the Executive, together with the leadership team, has held regular budget meetings throughout the year to monitor our financial position and make adjustments when necessary.

As an organisation, we have very strong financial accountability and management systems in place, which have again supported our successful annual audit. This year the annual audit confirmed that the organisation's financial reports were a true and fair representation of the financial position as at 30 June 2024 and that they comply with the Australian Accounting Standards and the organisation's Constitution.

In the financial year 2023/2024 we received \$868,325 funding from Queensland Health for our state-wide organisation. We are also excited to have received increased funding for 2024-25 from Queensland Health and funding for two new projects: one from Brisbane South PHN, and another from the Queensland Care Consortium (QCC).

The Respect Inc team has worked hard to make the most of the resources available, to ensure they extend as far as possible and that they are matched to the needs of the Queensland sex worker community as a whole. I am working hard to ensure that financial governance and good communication between the Governance Committee, leadership team, Bookkeeper and Assistant Bookkeeper is ongoing and would like to thank our Bookkeeper and Assistant Bookkeeper especially for their hard work, advice and support.



Respect Inc CEO Report - Lulu Holiday

It's been one of the busiest and most exciting years we might have ever had here at Respect Inc this year, as we continue to provide health promotion, peer education, support and advocacy to our sex worker community across QLD from our offices in Meanjin (Brisbane), Gimuy (Cairns) and Bundjalung (Gold Coast). This year we have once again conducted regional outreach trips to Gurrumbilbarra (Townsville), Yuwibara Country (Mackay), Bailai, Gurang, Gooreng Gooreng and Taribelang Bunda nations (Gladstone), Darambul Country (Rockhampton), Kabi Kabi (Sunshine Coast), Butjala Country (Maryborough), the southern side of Bundjalung Nation to Northern Rivers, and for the first time in many years, we made it out to Kalkadoon Country in Mt Isa! We have also conducted local outreach in Brisbane, Gold Coast, Cairns and the Darling Downs. Our Peer Educators have also been busy visiting brothels, massage parlours and other sex work workplaces, providing information, advice, support, advocacy and referrals.

We have managed to carry on supporting sex workers across the state, providing up to date information on the decriminalisation process, including the many changes that took effect in August, despite undergoing huge internal change at the same time. In the lead up to the commencement of decriminalisation, I was seconded to the Office of Industrial Relations to work with the Work Health and Safety Queensland Policy team to develop the WHS guidance for sex work. I was there for a total of 3.5 months, during which we developed the guidance and some fantastic resources for sex workers and sex industry businesses. I want to extend my deepest gratitude to Carly who stepped into the State Coordinator role while I was away and held the fort with solidarity, dedication and passion

During the time I was away, Respect successfully applied for 2 new funding grants. The Queensland Care Consortium grant is a 12 month grant that focuses on staff attraction and retention with a focus on psychosocial safety at work. All staff participated in a Psychosocial Safety Vision Boarding workshop in Brisbane in early September, explaining what psychosocial safety in the workplace means to each of us individually. The outcomes of these were collated and many have been implemented into the operations of the organisation, including the need to celebrate each other more and take more time to bond and socialise as a team (according to most staff, this includes food and pets lol). We have created a staff birthday chart and have begun having online birthday parties with cake and games. We will also be having irregular virtual catch ups/morning teas which will be not so structured hang out time to do fun and silly things, and we have more team building days planned. The other outcomes of this activity and this grant is an update to our policies and procedures to include more on psychosocial safety and make sure they align with the WHS Psychosocial Code of Practice.

The second grant is through Brisbane South Peer Health Network, and is to focus on healing and recovery for sex workers who have experienced Domestic, Family and/or Sexual Violence. Although Respect has always supported sex workers through and beyond these experiences, I believe this is the first time any sex worker organisation has successfully



achieved funding in this area. Through this grant, the role of the DFSV Peer Project Coordinator was developed and advertised, and Penny was the successful applicant, beginning training in September this year. Penny is now working on developing relationships with other organisations in the sector, and writing a new workforce development presentation for DFSV services, to improve access to sex workers, as this has been a major barrier in the past. Penny and Respect have already supported several sex workers through this role.

This financial year we also received an uplift in core funding, as well as a 3 year Decrim Implementation grant from QLD Health. The uplift in core funding is something that the leadership and Management Committee have been advocating to Queensland Health for many years, and will enable us to more effectively support sex workers across Queensland through more outreach to more locations and workplaces, as well as a diversity in peer educators with meaningful allocation of paid hours and greater availability of specialised peer educators.

It has seemed like we've been in a perpetual state of recruitment this year, with many new staff beginning with us. This year we've got April and Darla back in the Cairns and Brisbane offices after parental leave, plus Leon beginning in the Gold Coast office 3 days per week, Peach in Brisbane as our second AFPE, Jade, Milo and Freya as new casual peer educators in Brisbane and Ari in the Gold Coast as our new Aboriginal and Torres Strait Islander Peer Educator, Penny in Brisbane as our Domestic, Family & Sexual Violence Peer Project Coordinator and Lainey in Brisbane as our Resources Developer. All our new staff are so passionate and capable and are doing so well, I couldn't be more proud. We are still currently recruiting for a Male Peer Educator and a Policy officer, and will soon also be recruiting for a Workforce Development Peer to take over leading on the promotion, development and facilitation of the training that we provide to external organisations on working with sex workers. Our workforce development sessions are provided free of charge to community organisations and the private sector, but Government agencies including Police and WHSQ pay for this training. There is a lot of work to do (and demand) in this area, with all 6 of our specialised presentations needing an update to include changes to the laws, including decriminalisation and the changes to the consent laws.

The cost of living crisis continues to disproportionately affect sex workers, with many sex workers facing crises in relation to housing, employment and income. Respect Inc has been able to support many sex workers to find housing and provide other supports through advocacy as well as individualised in-person support and our relationships with other organisations.

Crimson Clinic continues in collaboration with QLD Council for LGBTI Health (QC), providing a peer-led sexual health screening service to Meanjin sex workers. Crimson Clinic has been able to run more consistently, every fortnight this year, with three volunteer doctors, and more peer educators trained in running the front desk. Katie and Satine have taken the lead on Crimson Clinic this year and it's been going very well.

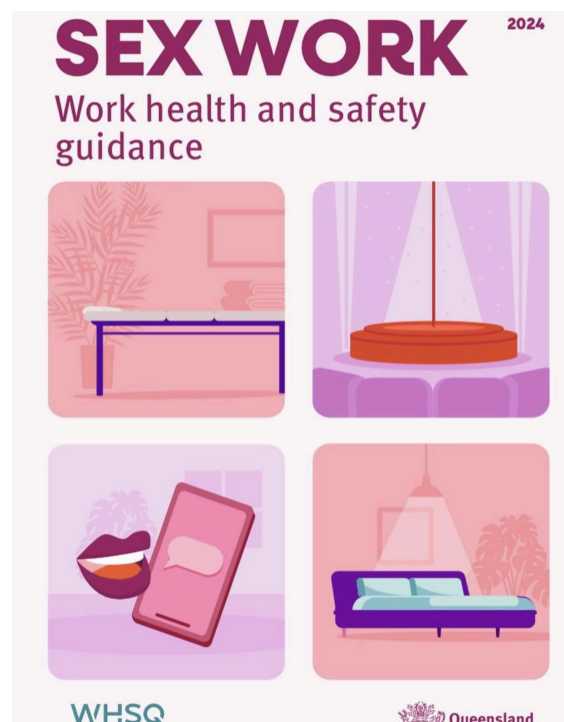


Our workshops have been less regular this year, with the CDP program not running for the past 8 months due to staffing issues. However we have still held several sex worker-only workshops related to decriminalisation and WHS, and will also be holding sex worker-only consultations on sex work and burnout in the coming weeks, in order to inform an updated info sheet and a workshop to be held at the Respect Roundtable next year.

This year our Executive and Management Committee continued to work hard, along with staff, to ensure that the work of Respect is informed by, and effective within, our sex worker community. The leadership and Executive have participated in several training sessions about different aspects of leadership and Governance and continue to grow in these areas.

In July this year, Respect inc suffered a blow, when we lost our beloved Chairperson of many years, Robert Fawkes, to cancer. Robert was a staunch and proud sex worker and gave so much of his time and energy to Respect Inc over many years, passionate about making the work and lives of QLD sex workers better. I'm grateful for the role he played in this organisation, but also for who he was to me personally.

It's been a year full of ups and downs for Respect. We've had so much to celebrate, we've had grief and loss, and we've endured through many different upheavals. But we have come out stronger for it, and I'm excited to see where the next year takes us. In the coming year, Respect will be focused on increasing access and outreach, training new staff, plus updating and translating our resources. We will be advocating to ensure the benefits of decriminalisation reach all sex workers and using the 12 month planning moratorium to make sure sex workers can work together without fear of council discrimination.



DecrimQLD Report - Janelle Fawkes

We have been fighting for decriminalisation since late 2017, building on all the work done before then, and we finally achieved major legislative reform in 2024. This is a huge achievement by sex workers in Queensland.

This year (a recap)

For the first 4-5 months of the year we continued our advocacy on what Decriminalisation should look like in Queensland and held stalls at Brisbane Pride and many other events to keep up the profile of the campaign. We produced countless briefings and had many meetings to get in ahead of any problems in the Bill.

- November, 2023 - Last sitting day of parliament passed but no Decrim Bill was introduced.
- 6 December, 2023 - Protest at parliament house because the Bill was not introduced into the house in line with the government commitment.

QLD Premier changed from Anastacia Palaszczuk to Steven Miles.

New commitment for progressing decriminalisation was made.

- 15 February, 2024 - 1st reading speech, Criminal Code (Decriminalising Sex Work) and Other Legislation Amendment Bill 2024. Sex workers attended in the gallery and did media on the day.

Submissions call out by the Parliamentary Committee (Housing, Big Build and Manufacturing Committee). We produced an info kit after doing a review of the proposed legislation and many sex workers and supporters provided submissions.

Info sessions were held with sex workers and supporters.

- 26 March, 2024 - Parliamentary Committee Hearings - We appeared at the review hearings and there was a closed session for sex workers.
- 12 April, 2024 - Parliamentary Committee report Report No. 4, 57th Parliament - Criminal Code (Decriminalising Sex Work) and Other Legislation Amendment Bill 2024 issued and tabled supporting the progress of the Bill.
- 2 May, 2024 - 2nd reading speech, debate in parliament and 3rd reading speech. Criminal Code (Decriminalising Sex Work) and Other Legislation Amendment Bill 2024 passed through Parliament. LNP, ONP & KAP voted against it.

Sex workers and supporters attended all day in the gallery. Attorney General Yvette Dath and Director General Jasmina Joldic hosted a lunch for us in the Billiards Room of Parliament House. Later that day Parliament was lit in red.

- 6 May, 2024 - Sex workers marched in the Labour Day March again. Premier Steven Miles declares commencement date of 1st August, 2024.
- 1 August, 2024 - Governor signed to enact the decrim laws. Respect Inc & DecrimQLD held an event to recognise the day.
- 2 August, 2024 - Legally the first day of decrim in Queensland

The outcome of our survey continued to be important proof used in our advocacy, submissions and media, informed by the lived experiences of sex workers. The data from



that survey has helped to achieve the wins we have had and we owe our thanks to every sex worker who contributed.

Not only did we achieve decriminalisation we also gained better anti-discrimination protections, important stealthing and non-payment laws, and of course repeal of police powers and entrapment laws. We also achieved a WHS Guidance that acknowledges sex work as work and ensures many important protections for sex workers in the workplace.

There is of course still more to do as we work to ensure the planning laws allow sex workers to work together without the risk of council discrimination, changes to stripper laws, and workers compensation protections. Our success also puts us in a good place to get behind the work of Asian and migrant sex workers who are pushing back against raids, border profiling, and bad detention approaches.

Finally, we thank Respect Inc for its continued commitment to this long-term campaign and Scarlet Alliance for always being there to support us.



Remembering Robert Fawkes

Robert was a sex worker for several decades, and part of the sex worker community across several states of this country. He started working as a peer educator at Respect Inc in 2011 before joining the Governance Committee in 2015. He held different roles on the committee, and was the Chairperson for several years, only stepping back to Vice Chair while training Elle, our current Chairperson. Robert was involved on the Governance Committee right up until his death in July 2024. Robert was a larger than life member of the Respect Inc family, and he is sorely missed and fondly remembered..

As a 78er, a proud gay man and a sex worker of over 50 years, Robert belonged to many communities and took on many worthwhile fights over his lifetime. Many of us benefit today from the fights that Robert, and others like him, took on. But for the past decade or so, it was the QLD sex worker community that Robert gave all his time and energy to, and we will be forever grateful to him for the work he did in advancing Respect Inc. He taught many of us so much, he passed on knowledge, history and stories, and he believed in us to carry the torch.

Vale Robert.



Minutes of Special General Meeting 25 October 2023



Special Meeting Minutes

25 October 2023

Members in Attendance:

- Cairns:** Neddy, Aatee
Brisbane: Tom, Robert, Lulu, Lorraine, Elena, Bandy, Katie, Satine, Janelle, Dee, Zara, Ella, Gabrielle, Raven, Lucy, Fiona/Lucy
Gold Coast: Elle, Deita Faye Coles, Carly, SJ Jones,
Remote: Darla, Ellie B
Chaired: Robert
Minute taker: Fiona/Lucy
Apologies: Candi, Melissa, Rachael B., Valerie, Blossom

Start Time:

3.15 pm

	Decisions
<p>2. Proposed changes to Constitution</p> <p>https://docs.google.com/document/d/1zV-J1kfx4D9BS5VHNvrRmq47Vzj-mhQvvpVdAbJi3k/edit</p> <p>Proposed additional wording is highlighted in yellow</p> <p>18 Membership of management committee</p> <p>(1) The management committee of the association consists of four members, those being the chairperson, vice-chairperson, treasurer and secretary (collectively, the Executive) plus-up to seven other members.</p> <p>(2) (a) The management committee of the association consists of up to eleven members must include members who fit the following criteria:</p> <p>i. two persons who normally resides in the Greater Brisbane area;</p>	



<ul style="list-style-type: none">ii. a person who normally resides in the Gold Coast region, which can be defined to within 100 km of the Queensland border;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 is a identifies as a transgender or gender diverse woman;vii. A member who is a trans manviii. A member who is gender diverseix. a member who identifies as Asian language backgroundx. a member who is a male sex worker and provides his services to predominantly male clients.xi. a member who is Aboriginal or Torres Strait Islander;xii. and any other criteria the association members determine at a general meeting. <p>MOTION:</p> <p>That the above suggested changes to the Constitution be adopted.</p> <p>Moved: Lucy/Fiona Seconded: Gabrielle</p> <p>AGREED</p>	
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Meeting ends: 3.18 PM

