

RESPECT INC

Annual Report 2025



Pictured Robert Fawkes

Robert Fawkes 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.

Acknowledgement of Country

We acknowledge the Traditional Owners of the unceded Lands we live and work upon. They are the **Yirrganydji People**, the **Yidinydji People**, the **Tjapukai People** and the **Gunggandji People** of Gimuy (Cairns), the **Turrbul People** and **Yaggera People** of Brisbane (Meanjin), the People of the **Yugambeh Language Group** and **Kombumerri People** (Gold Coast). We acknowledge Elders past and present.

Who are we?

We are Queensland's peer-based sex worker organisation. Only current and former sex workers are eligible for membership. Sex work business owners and managers are not permitted to join Respect Inc. We were re-credentialled in 2025 and are an active member of Scarlet Alliance, the national peak sex worker organisation.

We are Queensland Sex Workers

All Respect Inc staff, volunteers, governance committee and membership are sex workers. We are a diverse group of sex workers with experience and appreciation for all sectors of the industry. Respect Inc supports all sex workers in Queensland regardless of how they choose to work, their race, nationality, religion, drug use, visa status, STI or BBV status, disability, or language background. We actively oppose the 'whorearchy' and are committed to improving our organisation's accessibility to all sex workers in Queensland.

#DecrimQLD

#DecrimQLD is a committee of sex workers who, in collaboration with Respect Inc, have achieved decriminalisation of sex work in Queensland, increased anti-discrimination, consent and workplace health and safety protections. #DecrimQLD is currently collating data on the impact of decriminalisation in Queensland and continues to campaign for vilification protections for sex workers and protection from local council discrimination.

Where can you find us?

Respect Inc has three offices, each providing a sex-worker only drop-in space for our community:

MEANJIN OFFICE (Brisbane)

 Open 12pm - 5pm
 Monday - Thursday
 L1, 80 Wickham Street - Fortitude Valley
 (07) 3835 1111

YUGAMBEH OFFICE (Gold Coast)

 Open 12pm - 4pm,
 Tuesday - Friday
 L1, 3 Davenport Street - Southport
 (07) 5564 0929

GIMUY OFFICE (Cairns)

 Open 12pm - 4pm,
 Tuesday - Thursday
 U7, 24 Florence Street - Cairns
 (07) 4051 5009

ONLINE

 www.respectqld.org.au
 info@respectqld.org.au
 @respectQLD
 @decrimQLD

Respect Inc

Annual General Meeting 2025

Date: Wednesday, 12 November 2025

Time: 1.00pm–3.00pm AEST

Location: Online via Google Meet
Meanjin (Brisbane) Respect Inc Office
Yugambah (Gold Coast) Respect Inc Office

Respect Inc

Annual General Meeting 2025

Agenda

Date: 12 November 2025

Members in Attendance: **Townsville:**
 Cairns:
 Brisbane:
 Gold Coast:
 Remote/Online:

Chaired: Elle
Minutes: Fiona
Apologies:

Returning Officers: Elena and Darla

Start Time: 1.00pm

	Decisions
1. Opening Recognition of Indigenous sovereignty and acknowledgment. We acknowledge the Custodians of the unceded Lands 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 Yugambeh Language Group and Kombumerri People of the Gold Coast, the Ngandowal People and Minjungbal People of Bundjalung Nation. We acknowledge Elders past and present. Today we are gathered on their land. 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.	
2. Record of Members Present at the Meeting	

3. Record of Apologies	
4. Ratification of the Draft Minutes of the Previous AGM	Moved by Seconded by
5. Chairperson's Annual Report The written report is below and verbally presented at the AGM by the current Chairperson, Elle Coles. Verbal report Questions	Moved by Seconded by
6. Treasurer's Financial Report The written report is below and verbally presented at the AGM by the current Treasurer, Gabrielle. Verbal report Questions	Moved by Seconded by
7. Financial Audit is Tabled The written report is handed out at the meeting. MOTION That the Financial Report for the year 2024–2025 be ratified.	Moved by Gabrielle Seconded by
8. Appointment of the Auditor for Financial Year 2025–2026 MOTION That Peter Dadic CPA from Townsville be re-appointed as auditor for the financial year 2025–2026.	Moved by Gabrielle Seconded by

9. CEO's Report The written report is below and verbally presented by the Acting CEO, Carly. Verbal report Questions	Moved by Seconded by
10. Decrim Campaign Report The written report is below and verbally presented by the Decrim Manager, Janelle Fawkes. Verbal report Questions	Moved by Seconded by
11. Standing Down of the Governance Committee Elle Coles stops Chairing and hands over to the Returning Officers. The meeting will now be Chaired by Returning Officers Elena and Darla	
12. Election of New Governance Committee <u>The following members are automatically re-elected</u> as they were the only nominees for these positions: • Gabrielle [Greater Brisbane (1)] • Fiona Bucknall [Greater Brisbane (2)] • Elle Coles [Gold Coast region] • Jessie Abraham [Cairns region] • Deita Coles [Trans Woman] <u>Call for nominations from the floor for remaining vacant positions:</u> • Remote position [resides 200kms+ from a Respect Inc office] • Trans Man position • Gender Diverse position • Asian Language Background position • Male position [with predominantly male clients] • Aboriginal and/or Torres Strait Islander position	

13. Report by Returning Officers The previous Chairperson Elle resumes Chairing prior to the allocation of positions at the first meeting of the new Governance Committee.	
14. General Business	
15. Other Business	
16. Meeting Ended	

Respect Inc

Annual General Meeting 2024

Draft Minutes



AGM Draft Minutes

14 November 2024

Members in Attendance:

Cairns: Nicci
Brisbane: Elena, Leon, Louie, Jade, Lucinda, Fiona, SJ, Satine, Darla, Rayne, Lorraine, Janelle, Gabrielle, Candi, Penny, Lainey, Montana, Bella, Clara
Gold Coast: Deita, Elle, Anastasia
Remote: Jenny, Lorna, Lulu, Summer, Zahra, Jesse, Seranna, Ella, Rachael, Neddy
Chaired: Elle
Apologies:
Returning Officers: Elena and Darla

Start Time: 2.00pm

	Decisions
1. Opening Recognition of Indigenous sovereignty and welcome. 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 Yugambeh 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. Today we are gathered on their land. 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.	
2. Record of Members who are present at the meeting As above - checked with Returning Officers	
3. Record of Apologies As above	
4. Confirmation of the Minutes of the Previous AGM	Moved by Lorraine Seconded by Gabrielle AGREED
5. Chairperson Annual Report Written report is in the AGM report and verbally presented at the AGM by the current Chairperson, Elle Coles. Verbal report Questions	Moved by Candi Seconded by Neddy AGREED

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	Moved by Gabrielle Seconded by Candi AGREED
7. Financial Audit is Tabled MOTION That the Financial Report for the year 2023–2024 be endorsed.	Moved by Gabrielle Seconded by Candi AGREED
8. Appointment of the Auditor for Financial Year 2024-2025 MOTION That Peter Dadic CPA (Townsville) be appointed as auditor for the financial year 2024-2025.	Moved by Fiona Seconded by Gabrielle AGREED
9. CEO's Report The CEO's written report is in the AGM report and verbally presented by the CEO, Lulu Holliday. Verbal Report Questions: Congrats on more funding!! Can I ask how allocation of hours are going to the represented and non-represented roles and if there is current or future funding or plans for any projects focused on more marginalised sw communities? - Represented roles are usually PPT and regularly rostered on every week - Other PE roles usually casual	Moved by Lorraine Seconded by Carly AGREED

10. Decrim Campaign Report Decrim Campaign written report is in the AGM report and verbally presented by Janelle Fawkes, Decrim Campaign Leader. Verbal report Questions:	Moved by Rachael Seconded by Gabrielle
11. Standing Down of the Management Committee Elle Coles stops chairing and hands over to the Returning Officers. The meeting will now be chaired by Returning Officers, Elena and Darla	
12. Announcement of Returning Officers Call for nominations from the floor: Aboriginal and Torres Strait Islander, male, trans, Asian-language background positions	
13. Election of New Management Committee Members Elena reported that the following were voted in: GC: Elle Cairns: Seranna Brisbane: Fiona/lucy Trans: Deita - The second Greater Brisbane position was tied between Gabrielle and Lucinda - A second ballot for the tied position was conducted - Gabrielle was the winner Vacancies: Aboriginal and Torres Strait Islander, male, trans, Asian-language background positions	
CANDIDATE, NOMINATED BY	
Seranna, Cairns Nominated by Lulu, Seconded by Janelle	

Elle GC, Gold Coast Nominated by Lorraine, Seconded by Darla	
Deita Transgender or gender diverse Nominated by Lulu, Seconded by Katie	
SJ Transgender Representative Nominated Carly, Seconded Louie	
Neddy, Cairns Representative Nominated Aatee, Seconded April	
Lucinda Graham, Greater Brisbane Nominated by Lulu, Seconded by Katie	
Fiona Bucknall, Greater Brisbane Nominated by Lulu, Seconded by Penny	
Gabrielle, Greater Brisbane Nominated Lulu, Seconded, Katie	
Jesse Jones, Male Representative Nominated Lulu, Seconded, Katie	
VACANT Asian Language Background	
VACANT Townsville Representative	
VACANT Aboriginal or Torres Strait Islander Representative	
VACANT Resides 200kms+ from a Respect Inc office	

14. Report by Returning Officers The following nominees were elected to the following contested positions: Seranna (Cairns Representative) Elle (Gold Coast) Deita (Transgender Representative) Fiona Bucknall (Greater Brisbane) Gabrielle (Greater Brisbane)	AGREED
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Jesse Jones was automatically appointed to the position of Male Representative as he was the only nominee.	
15. Constitution (handout) Questions Zahra - add massage and stripping, web cam? Take out all examples? MOTION That we remove the descriptors of the different sectors of sex work from the objectives in the Constitution Moved: Jenny Seconded: Zahra 14 votes Meanjin GC 5 Online 6	
16. General Business	
17. Meeting ends:	4.16pm

Nominations

Respect Inc Governance Committee (2025–2026)

CANDIDATE & POSITION	Nominator & Seconded
Gabrielle Gabrielle, Greater Brisbane (1)	Nominated by Fiona Bucknall, Seconded by Carly Nichol
Fiona Bucknall/Lucy Blissbomb Greater Brisbane (2)	Nominated by Deita Coles, Seconded by Carly Nichol
Elle Coles, Gold Coast Region (including within 100kms of NSW border)	Nominated by Mikhala Rose, Seconded by Janelle Fawkes
Jessie Abraham, Cairns Region	Nominated by Fiona Bucknall, Seconded by Carly Nichol
VACANT Remote (resides 200kms+ from a Respect Inc office)	Nominated by Seconded by
Deita Coles, Trans Woman	Nominated by Mikhala Rose, Seconded by Janelle Fawkes
VACANT Trans Man	Nominated by Seconded by
VACANT Gender Diverse	Nominated by Seconded by
VACANT Asian Language Background	Nominated by Seconded by
VACANT Male (with predominantly male clients)	Nominated by Seconded by
VACANT Aboriginal and/or Torres Strait Islander	Nominated by Seconded by

Membership of the Governance Committee

(Excerpt from Constitution)

(1)

The Governance 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 Governance 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 Cairns region;
- IV. a person who normally resides in a region that does not have an office within 200kms of any of the regions mentioned from points (i) to (iii); representative (200km or more from an office);
- V. a member who is a trans woman;
- VI. a member who is a trans man;
- VII. a member who is gender diverse;
- VIII. a member who is of Asian language background;
- IX. a member who is a male sex worker and provides his services to predominantly male clients;
- X. a member who is Aboriginal or Torres Strait Islander;
- XI. and any other criteria the association members determine at a general meeting.

(2)

(b) An individual member of the Governance 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 Governance Committee is to take every reasonable step to fill this position.

Chairperson's Report

Elle Coles

I'd like to welcome everyone here today and acknowledge that these lands on which we meet were never ceded.

The Governance Committee has been busy again this year. We have been particularly focused on how best to ensure transparency, accountability and support for the organisation as we transition to the new decriminalised environment while continuing to prioritise our core functions of health promotion and peer education.

I'd like to pay special thanks to all our staff and volunteers, both those who have walked alongside us, and newer staff and volunteers. All of you have worked hard in our enduring fight to achieve decriminalisation and are a critical part of its implementation.

Implementation has brought opportunities along with new challenges, which have increased Respect's already intense workload. We know that to enshrine decrim within the whole of society that the implementation phase must be broad and enable us to affirm our key stakeholder status at the table to ensure consistency with all other relevant laws, local government regulations and policies. We are determined to ensure that the decrim legacy is protected and built upon.

The Governance Committee has been working on all fronts to support the organisation's core functions and decrim. The Committee participated in several training courses this year, including Advanced Training for Community Chairs, Project Management for Community Organisations, Reviewing CEO Performance, The Secretary's Relationship with the Board and quality assurance training. We also increased the number of budget meetings held over the financial year from two to four to fine-tune the budget more regularly and make the best use of the three-year uplift in funding negotiated when decrim was legislated. In recognition of the increase in responsibilities brought about by decrim and the new initiatives introduced to support its implementation the GC created the new position of Operations Manager this year to review and streamline systems and processes within the organisation.



We remain a tight knit team, in no small part due to the legacy of consultation, team work and great commitment left to us by our previous long-term Chairperson, Robert Fawkes, who continues to inspire us every day.

I would like to thank Janelle Fawkes, Respect's Decrim Manager, in particular for her tireless work, which has included much volunteer work in addition to the challenging nature of her position. Your work in organising and attending community activities including stalls, panels, speaking at conferences and events, almost all of which occurs on weekends and at night has been non-stop. I would also like to thank other staff and volunteers for their tireless work in this area and especially acknowledge Dr Elena Jeffreys' tireless volunteer work on the DecrimQLD campaign on top of her important role at Scarlet Alliance and other volunteer work.

Finally but not least, I want to thank the Governance Committee, the Executive, the Acting CEO (Carly), Ella (our 3IC), our Operations Manager (Mikhala), our staff and volunteers, members of the Decrim Committee and our wonderful sex worker community. We are looking forward to next year and Lulu's return from parental leave. Without you all we would not be able to do the work that we do.

Thank you all.

Treasurer's Report

Gabrielle Gabrielle

The financial year 2024/2025 has been a busy year for us at Respect Inc as we worked, and continue to work, to make the best use of the resources available to support our core work, which includes the implementation of decriminalisation in Queensland.

This year I have undertaken training to upskill in the role of Treasurer so as to ensure the organisation continues to meet its obligations. We have very strong financial accountability and management systems in place, and again achieved a successful annual audit. As in other years, the annual audit confirmed that the organisation's financial reports were a true and fair representation of the financial position as at 30 June 2025 and that they comply with the Australian Accounting Standards and the organisation's Constitution.

Thanks to our staff, the Acting CEO, the Governance Committee and our Bookkeeper Respect Inc was able to diligently wrap up the 2024/2025 financial year and I am pleased to report that at the end of June 2025 Respect Inc is in a sound financial position. This year we moved from two budget meetings a year to now four per year, so as to ensure our budget stays on track financially with the many new activities the organisation has taken on.

In the financial year 2024/2025 we received a total of \$2,217,559 in income for our state-wide organisation. We also successfully acquitted the Queensland Psychosocial Code of Practice project funded by Queensland Care Consortium (QCC) and obtained a grant from Gambling Community Benefit (JAG) Fund for some small capital works.

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

CEO's Report

Carly Nichol (Acting CEO)

We have had a busy yet fantastic year at Respect Inc. 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 Yugambah (Gold Coast). Our



offices are always packed with safer sex products and this year we've been able to distribute our packs filled with resources, information, condoms and lube to even more workplaces. Our drop-in spaces have continued to provide sex workers access to a safe space with peer educators available to answer questions and provide information, tips and support.

Our uplift in funding has also allowed us to increase our local outreach, visiting private sex workers, brothels and massage parlours.

Regional sex workers have accessed our offices via phone, online workshops and this year we have once again continued to conduct regional outreach trips, ensuring we are reaching as much of the community as possible. Each trip has included a community event and is often combined with meetings with sexual health clinics and local organisations to support better access for sex workers and reduce stigma.

Our CEO Lulu Holiday went on parental leave in April and welcomed a beautiful baby in May. As sad as we are to have not had Lulu around these past months, we are equally thrilled for her and her family. She will be returning to work in early 2026 and we can't wait!



In August we celebrated the first anniversary of achieving decriminalisation in Queensland! We successfully launched a billboard campaign focused on reducing stigma and discrimination across the state, which featured some of our

amazing peer educators who took part in this process.

A lot of our work this year has involved disseminating information about the legislative changes to our community. This includes changes to testing and condom



laws, workplace health and safety rights, discrimination protections and unfair dismissal claims. We have been working hard on both consulting with sex workers, updating our existing resources as well as creating new resources, which we are translating into Thai, Korean and Simplified Chinese.

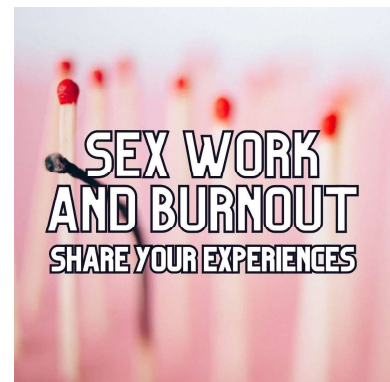
Throughout the year we have met with external agencies including Police, WHSQ and Health to address barriers to access and advocate on behalf of sex workers.

Respect Inc received two other grants during this period, from the Queensland Care Consortium ('QCC') and Brisbane South Primary Health Network ('BSPHN'). The



Queensland Care Consortium grant gave us the ability to devote considerable time and resources to implementing the new *Psychosocial Code of Practice (QLD)* to ensure that Respect Inc becomes a best-practice psychosocially safe place to work.

This grant allowed Respect Inc staff to participate in fun and engaging team-building exercises, such as vision boarding and a team building and learning experience to Tangalooma for our staff team. The



focus of this years Respect Inc Round Table was 'psychosocial workplace health and safety'-- we held several sessions on the topic for both Respect Inc team members and the broader sex work community. We are pleased to say this year was our largest turn out ever and we thank the community for their participation in the event!!

The focus of the BSPHN grant is to provide peer-support for sex workers who have or are experiencing domestic, family and/or sexual violence ('DFSV'). Penny and Milo, our DFSV team, have delivered 16 workforce development sessions to DFSV services around Brisbane—aiming to increase the availability of sex worker sensitive services.

Crimson Clinic continues in collaboration with the QLD Council for LGBTI Health (QC), providing a peer-led sexual health screening service to Meanjin sex workers.



This year Respect Inc launched a new medical clinic - Crimson Plus, Queensland's first general health clinic for sex workers! Crimson Plus operates every Thursday from Caboolture and offers free and anonymous general



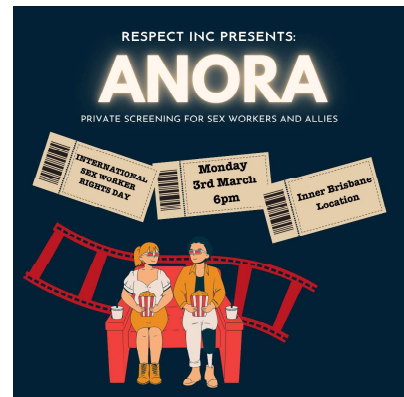
healthcare for sex workers, with no medicare card required!! All medical staff have completed Respect Inc 'Working with sex workers' sensitivity training.



Our team at each office have held sex worker community social events throughout the year. They've been important opportunities for our community to gather, celebrate and on occasion grieve together.

Thanks to the tireless work of our Decrim Manager Janelle, we have recently launched Crimson Legal—our sex worker legal clinic. We are still in the early stages of this clinic; however, we are already receiving great interest from the

community and have been able to assist sex workers with a broad range of legal issues. The clinic offers free legal advice to sex workers, and we are in the stages of broadening the areas of law in which we can assist peers as new intakes come in. Our vision is to continue to provide a weekly Tuesday clinic, with rotating areas of law and a strong list of sex worker-friendly referrals. Crimson Legal Peer Educator London has been doing an amazing job in managing the intakes and supporting peers accessing the Clinic.



Our Executive and Governance Committee continued to work hard, along with staff, to ensure that the work of Respect is informed by, and effective within, our QLD sex worker community. The leadership and Executive have participated in several training sessions on leadership and governance this year and we are committed to continuous growth and upskilling as a team in these areas.

We have welcomed new peer educator staff during this time including London (Yugambah Peer Educator), Taylor (Meanjin Peer Educator) and Yasmin (Career Development Peer Educator). This year we also welcomed Mikhala back into the Respect Inc team in the new position of Operations Manager. All of our peer educators undertake the Respect Inc orientation and training followed by the Scarlet Alliance peer educator training.

I have stepped into the Acting CEO role full time while Lulu is on parental leave, which has been a very enjoyable experience. I have appreciated all of our Respect Inc team for supporting me and treating me with patience during this time. I am excited to see what next year brings for our organisation and our community.



Carly Nichol

Decriminalisation Implementation Report

Janelle Fawkes, Decriminalisation Manager

Twelve months after decriminalisation started in Queensland sex workers are working in a completely different legal environment.

It has been an exciting period of change following decades of the licensing laws, criminalisation of sex worker safety strategies, legal discrimination and police targeting that had wide reaching impacts for sex workers in Queensland. Our 2022 survey showed direct impacts on health, safety and rights. Sex workers described: having to neglect safety strategies and instead focus on avoiding police; reducing safer sex negotiation conversations because it wasn't clear if the call was from a client or police posing as a client; increased isolation and the ways this impacted on mental health and connection to community. The laws also increased stigma and discrimination.

The decriminalising sex work laws that commenced in early August 2024 repealed criminal offences related to sex work, introduced new anti-discrimination protections— and soon after— the new consent laws including stealthing and non-payment protections. Police special powers including entrapment have been repealed. For the first time Work Health and Safety regulations apply to all sex industry workplaces. A sex work guidance explains the laws and regulations in the context of our workplaces.

STEALTHING!

Consent is negated when a person participates in a sexual act on the basis that a condom is used but the other person -

- does not use a condom;
- tampers with or removes the condom
- continues when they know the condom is no longer effective

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A main focus this year has been on the implementation of decriminalisation. Our first stage involved holding workshops to help sex workers understand the changes and the new work health and safety guidance. Workshops were supported by resources in four languages and website and social media posts.

New resources cover changes to the sex work laws generally, specific information on discrimination, stealthing, non-payment laws as well as updated info sheets on condom breakage and burnout. Consultations ensured our resources were informed by the lived experience of sex workers in Queensland. Posters for sex work workplaces in multiple languages are also available. Peach has been instrumental in this area and I would like to also recognise the other sex workers who have contributed to



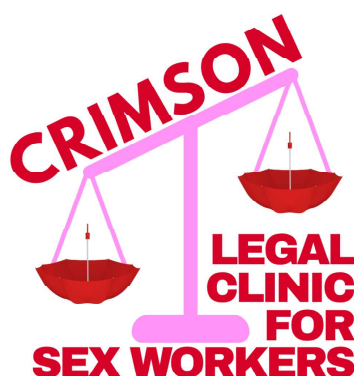
translation and peer review of translation. We have created print copies of the WHS guidance in the multiple languages and distributed these to a range of sex work workplaces including massage parlours.

To increase awareness of the changes, we have maintained our high level of engagement with the general community at events throughout Queensland. The public has been very receptive and supportive. Stalls and speaking spots at the World Congress on Sexual Health, the Women's and Girls Health Showcase in Brisbane and Cairns, Pride events and the LGBTIQA+ Alliance's Phil Carswell Forum were also well received. Training and workshops with other organisations have helped to ensure as many of our partner organisations as possible are across the changes.



Decriminalisation is the first step in achieving improved health and safety and rights as well as access to justice for sex workers. Racism, gender inequality, living with HIV or disability impact sex worker access to the benefits of decriminalisation and will need continued focus. We are also supporting Asian and migrant sex workers' campaigns to prevent raids that also undermine decriminalisation benefits reaching this part of our community.

We are continuing to ensure there is a greater understanding of why sex workers need vilification protections, particularly Asian and trans sex workers, as well as protection from discrimination by councils like that which NSW sex workers experience.



Our new Crimson Legal Clinic is also about ensuring more sex workers can access justice and that the plethora of barriers that have prevented sex workers reporting crime and discrimination are reduced. We appreciate the legal partners who are working with us to make this work.

In line with our ongoing commitment to make sure policy is informed by sex workers' lived experiences, DecrimQLD volunteers, led by Candi and Elena, have this year developed a survey asking sex workers about the impact of the new laws. The outcome will assist in demonstrating those outcomes to policy makers.

Thanks to everyone in #DecrimQLD and all the sex workers and supporters who contributed and helped us achieve decriminalisation in Queensland!