

Draft Strategic Plan 2023

Introduction to Respect Inc

Respect Inc is a not for profit, sex worker organisation focused on protecting and promoting the rights, health and well-being of Queensland sex workers.

Vision Statement

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

Mission Statement

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

Guiding Principles

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

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

- *'Sex Work is Real Work'*

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

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

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

- *'Sex Worker Rights are Human Rights'*

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

Values of the organisation

Diversity

Equality

Rights

Respect

Pride

Autonomy

Strategic Plan

The Respect Inc strategic plan is the guiding document that shapes the actions and activities of our organisation. It outlines the overarching vision, goals and strategies for achieving them.

GOAL	STRATEGIES
<p>DECRIMINALISATION</p> <p>Full decriminalisation including all forms of sexual services and the purchase of sexual services is the first step to obtaining access to social justice, human rights and legal protections.</p>	<p>Create and maintain a sex worker led campaign to achieve decriminalisation of sex work in Queensland</p> <p>Promote sex work to be seen as a legitimate choice of work where skills and knowledge gained through sex work are valued and transferable</p> <p>Facilitate peer research and utilise our members knowledge of the impact of current laws to inform legislative change</p> <p>Increase community understanding of the impact of current laws and decriminalisation</p> <p>Advocate for sex workers human and workplace rights and for sex workers to be involved in all discussions which impact on our work, <i>our bodies, our business</i></p> <p>Strengthen the reputation of Respect Inc as Queensland's peak sex worker advocacy group by promoting our values and objectives through avenues including media, social media, research and government reviews</p> <p>Promote decriminalisation as the legal framework that supports the prevention of BBVs/STIs and HIV</p> <p>Engage with government, providing evidence based advocacy to promote changes to the current laws and policing practices in Queensland</p>

<p>GOAL</p> <p>PRIDE</p> <p>Sex work is accepted as a legitimate choice of work where skills and knowledge gained through sex work are valued</p>	<p>STRATEGIES</p> <p>Express our sex worker pride within the sex worker community through our use of language and activities and externally through our web and social media presence</p> <p>Agitate and challenge perpetrators of whorephobia, stereotypes and victimisation of sex workers</p> <p>Promote and maintain a culture that celebrates diversity and rejects whorearchy</p> <p>Engage the sex worker community in our advocacy</p> <p>Support and facilitate regular social and political events that promote pride within the Queensland sex worker community</p>
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<p>GOAL</p> <p>SEX WORKER ORGANISATIONAL CULTURE</p> <p>To maintain our autonomy as an independent organisation with full membership and activities being done by sex workers for sex workers</p>	<p>STRATEGIES</p> <p>Create opportunities for community development, skills development and capacity building to meet the various needs of the organisation and the diversity of our membership</p> <p>Sustain a culture where the shared experience of sex work is valued and skills gained in sex work are recognised and transferable in achieving our goals</p> <p>The organisation will develop skills and work to increase access and inclusion of Aboriginal and Torres Strait Islander sex workers</p> <p>Ensure team members feel valued and are well suited to their roles and organisational well-being is regularly reviewed</p> <p>Develop health promotion resources designed for sex workers for the prevention of BBVs/STIs and HIV</p> <p>Engage with the sex worker community and promote a culture of sex work positivity and unity</p> <p>Consult with the sex worker community to ensure activities and programs are relevant and the sex worker community in Queensland is informing the work of the organisation</p>
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<p>GOAL</p> <p>SKILL SHARING</p>	<p>STRATEGIES</p>
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<p>Resources and activities will be inclusive of all forms of sex work and will be done in consultation with the Queensland sex worker community who will be recognised for their valued knowledge and opinion</p>	<p>Produce relevant resources which meet the needs of our diverse Queensland sex work community</p> <p>Conduct relevant activities that meet the needs of the Queensland sex work community</p> <p>Deliver health promotion activities for sex workers aimed at the prevention of BBVs/STI & HIV transmission (peer education, outreach, community development)</p> <p>Promote activities involving membership participation</p> <p>Create opportunities for information sharing amongst sex workers in a safe environment culturally appropriate space to ensure our community can adapt to changing environments and conditions</p> <p>Distribute relevant, evidence based information in appropriate forums to maximise access by all sex workers (via our many forms of communication)</p> <p>Ensure images used by Respect Inc reflect the diversity within our community</p>
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<p>GOAL</p> <p>ACCOUNTABILITY</p> <p>The organisation has accountability mechanisms in place to ensure financial and legal obligations are met and adhered to and the expectations of our membership are also met</p>	<p>STRATEGIES</p> <p>Ensure funded programs are in alignment with the strategic plan</p> <p>Maintain, enhance and implement organisational accountability mechanisms in an environment of fiscal responsibility</p> <p>Maintain recurrent funding and ensuring funding obligations are met</p> <p>Maintain a strong governance structure, promoting new and diverse sex worker membership and providing support to new members</p> <p>Undertake regular consultation and evaluation accessible to sex workers in Queensland to inform our work</p> <p>Maintain and enhancing transparency of reporting mechanisms to our membership</p>
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