



# YE R IN REVIEW 2019- 2020



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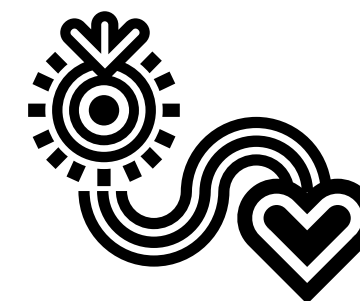
# ACKNOWLEDGEMENT OF COUNTRY

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# 01



In keeping with the spirit of Reconciliation, we acknowledge the Traditional Owners of the land on which we exist today, acknowledge the important role Aboriginal and Torres Strait Islander people continue to play within our diverse communities, and acknowledge the Traditional Owners of the land on which we live, meet, work and play as the first people of this country.



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# FROM THE PRESIDENT AND CEO

# 02



Last year, we reflected in this report that for many organisations and individuals from within our LGBTI Sistergirl and Brotherboy Communities, that it had been a bit of a rollercoaster ride. We think that it is fairly safe to say that it pales in comparison to the year that 2019 - 2020 has brought us. Unprecedented times and challenges have created opportunities for innovation, growth, reach and sustainability that never would have been thought possible 12 months ago. While those opportunities have been embraced, we reflect on the cumulative effect that years of significant changes to the way that our lives are policed, 'safeguarded', scrutinised and governed. Our communities are tired, but more so now than ever, emboldened, inspired, connected and strong. We are proud to be a part of this journey and to walk beside you all as we navigate this together.

We are sure that you will find the information in this Year in Review to be useful in shaping your thinking around the supports and services we contribute to the tapestry of supports available for our communities in Queensland, and we wanted to take this

opportunity to acknowledge each and every member of our staff team, our volunteer team, our Board members, our Advisory Group members and our financial supporters, both public and private, and to acknowledge the contribution that each and every one of those individuals makes. When we look at the sum of all of these groups, we are looking at a statewide collective of some 200 strong people who are working daily across the state to make a difference. We are humbled to be a part of such an effort.

Collectively, we've achieved wonderful outcomes for those members of our communities that we are here to serve by continuing to create solid ground which will support our work to make a real difference over the years to come. More so, the past 12 months have shown us what is possible, and how much strength we collectively have, when assumptions are challenged and fast-held barriers removed. We know that we will continue to thrive through the challenges and the opportunities of the coming 12 months, and we look forward to doing this alongside you all.

**PETE & BEC**



# HIGHLIGHTS FROM THE YEAR 03

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**1 We rebranded** to become the Queensland Council for LGBTI Health in response to the clear message we heard through our community consultations that we need a name that reflects our varied work.

**2 Developed a new Strategy;** Queensland Council for LGBTI Health In Action Strategic Plan 2020–24.

**3 Continued and expanded** our essential services in the face of COVID-19, at a time when our support for LGBTI Sistergirl and Brotherboy people was needed more than ever.

**4 Increased Mental Health Services** for our communities through participation in the National Suicide Prevention Trial (NSPT) and the National Disability Insurance Scheme (NDIS).

**5 Launched Talking Heals,** Queensland's first large scale LGBTI Sistergirl and Brotherboy suicide prevention public campaign.

**6 Delivered ASIST suicide intervention workshops** to increase the number of ASIST trainers in our communities and increase the capacity for LGBTI Sistergirl and Brotherboy people to recognise and assist someone at risk of suicide.

**7 Continued to work closely** with our Trans, Gender Diverse and Non-Binary Communities Interim Health Advisory Group.

**8 Continued to embed the Statement of Commitment** from QC to our Aboriginal and Torres Strait Islander LGBTI Sistergirl and Brotherboy communities through the establishment of the 2 Spirits Executive Advisory.

**9 Partnered with Diverse Voices** to co-deliver the Community Visitors Scheme for older members of our communities.

**10 In partnership with intersex led organisations and individuals,** designed and developed an innovative pathway of care for intersex folk to ensure that peer navigation and support is embedded through health and social systems, supports and processes as a fundamental of approaching health through the social determinants.

**11 Partnership agreements** in place with mainstream sexual, reproductive, mental and physical health service providers in multiple locations around the state.



**12 Provided expertise and supported** those with a Lived Experience to actively have their voices heard in a number of public hearings, commissions, consultations and submissions.

**13 Established Referral and Support** partnership with Queensland Corrective Services to support those on parole transition to community-based living.

**14 The Rainbow Pride @Work program** trained 548 frontline domestic and family violence staff under the Queer Without Fear—Domestic and Family Violence in the LGBTIQ+ Community project, and worked closely with the Arcare Parkwood Aged Care Facility team to support them in the start of their journey to become a Rainbow Tick accredited facility.

**15 Recruited 1,772 individuals** to participate in the Gay Community Periodic Survey.

**16 Social media presence** that is growing to include more than 2.1 million impressions delivered to over 12,000 fans resulting in over 150,000 engagements. A 45% year-on-year increase.

**17 Auspiced the Cairns Pride Festival** to support a vibrant calendar of LGBTI Sistergirl and Brotherboy events, including a partnership with the first of its kind Black Pride Festival.

**18 Distributed 33,862 Safe Sex Packs** packed by our weekly volunteer packing teams in Brisbane and Cairns.

**19 Attended the Rainbow River Pride Parade** on the Sunshine Coast in a boating flotilla that was a wonder to behold and demonstrated to us the need for visibility and presence in the smaller communities around our state. They are home to many.

**20 Performed** over 1600 HIV and sexual health tests.

**21 Benefited from the support** and generosity of countless companies, venues, organisations and individuals who have volunteered, raised funds or donated money to the organisation, or given their time through workplace volunteering programs.







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# THE BOARD AS OF 30 JUNE 2020

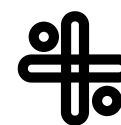
# 04



**PETER  
BLACK**  
PRESIDENT



**BERNARD  
GARDINER**  
CENTRAL REGION  
MEMBER



**MELISSA  
FOX**  
VICE PRESIDENT



**SHAUN / NAAVI  
D'SOUZA**  
ORDINARY MEMBER



**AARON  
HARTNETT**  
TREASURER



**CAMERON  
DARLING**  
ORDINARY MEMBER



**SCOTT  
COBINE**  
SECRETARY



**DALLAS  
HURE-LITTLE**  
ORDINARY MEMBER



**JANET  
WILSON**  
NORTHERN REGION  
MEMBER



**REBECCA  
REYNOLDS**  
CEO



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# A NEW NAME AND STRATEGIC DIRECTION

# 05



## We rebranded to become the Queensland Council for LGBTI Health

in response to the clear message we heard through our community consultations that we need a name that reflects our varied work. We also developed a new Strategy; Queensland Council for LGBTI Health In Action Strategic Plan 2020-24. **Out of this process has come a set of values that will underpin all of our work:**



TRANSPARENCY



INNOVATION



RESPECT



COLLABORATION

The Queensland Council for LGBTI Health (formerly the Queensland AIDS Council) has been a home for Lesbian, Gay, Bisexual, Transgender, Intersex, Sistergirl and Brotherboy people and communities in Queensland for over 35 years. We are proud to

be a community led and community owned health and wellbeing service, representing the diversity of our communities. Walking with you to find the support you need. Changing to meet our diverse communities needs.

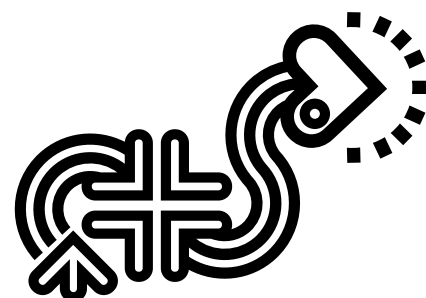
**Led by you. Owned by you. With you.**





# COMMUNITY ADVISORY GROUPS

# 06



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## LED, OWNED AND WITH OUR COMMUNITIES

Transparency, Innovation, Respect and Collaboration are the values that are central to our way of working. Putting them into practice has led us to form two community advisory groups, the 2Spirits Executive Advisory and the Trans, Gender Diverse and Non-Binary Communities Interim Health Advisory Group. This partnerships approach ensures we collaborate with our communities with meaningful engagement and responsible consultation. We honour people as experts in their own lives and communities and remain grateful for the knowledge sharing that drives these important Community Advisory Groups.

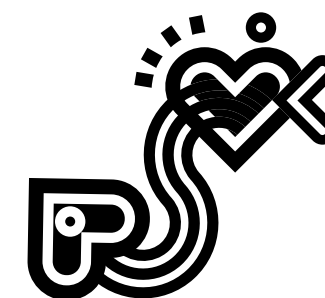
## OUR 2SPIRITS ADVISORY GROUP

The purpose of what is officially called the 2Spirits Executive Advisory is to work alongside the QC Board, CEO and 2Spirits operations teams to embed cultural governance in a way that collectively strengthens the 2Spirits Program foundations to support Aboriginal and Torres Strait Islander LGBTIQ Sistergirl and Brotherboy Queenslanders. The key values the group has chosen to focus on over the next 12 months are to be Brave, Courageous, Resilience and Innovative.

Eight people have generously agreed to give their time, energy, intellect and lived experience to this group led by Chair Dallas Hure-Little, a proudly gay Wulli Wulli Aboriginal man with a strong Community Controlled NGO background.

Deputy Chair Rochelle aka Rocky Byrne is an Aboriginal woman with family ties and connections to Ngoorbal, Bundjalung and Gamilaroi nations. Having lived on Ipswich country for the last 25 years Rocky's focus is Community Services with a particular focus on children, young people and families.

Tarriaki Duncan is a proud Aboriginal Sistergirl with family ties to the Western Bidjara and Southern Kamilaroi tribes. Tarriaki is passionate about the intersectionality of the LGBTIQ+ Sistergirl and Brotherboy mob and advocates for more supportive and inclusive environments in our wider communities.



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Aunty Flo Watson is an Elder, traditional owner and proud descendant of the Ghunghanghi People of Yarrabah, North Queensland. She also has a traditional affiliation with both the Kuku-yelangi people of Laura/Maytown, Palmer River area, west of Cooktown and the Gurambilbarra Wulgurukaba people of Magnetic Island and Townsville. Aunty Flo grew up in the Yarrabah Aboriginal Community, which was established under the Aboriginal and Torres Strait Islander Protection Act 1897. Aunty Flo was removed under The Act and separated from her family.

She went on to study and work across Queensland and Australia across an amazing array of organisations and projects including Reconciliation Qld Inc, Aboriginal Centre for the Performing Arts (ACPA), Teralba Park Stolen Generations Support Group Inc, The Commonwealth Games Reconciliation Action Plan (RAP) and other Reconciliation Action Plans (RAPs) across Australia. In 2015 she received an OAM-Order of Australia medal, for her service to the Indigenous communities of Queensland. She continues to help bring change and improve the lives of many Aboriginal and Torres Strait Islander peoples.

Professor James Ward is a Pitjantjatjara/Narungga man, and a national leader in Aboriginal and Torres Strait Islander research. He's the Director of the University of Queensland's Poche Centre for Indigenous Health and a Professor of Public Health with the School of Public Health. Prior to that, James was the Head of Infectious Diseases Research Program, Aboriginal Health, at the South Australian Health and Medical Research Institute (SAHMRI). For over two decades he has been working passionately to make a difference in adolescent health outcomes through; programs, research, community led interventions and advocacy particularly in the areas of sexual health, HIV and alcohol and other drugs.

Brett Mooney is a proud Torres Strait and South Sea Islander from Mer Island and Mackay. He is the Aboriginal and Torres Strait Islander Nephrology Health Worker at the Princess Alexandra Hospital in Brisbane, providing statewide cultural support to Aboriginal and Torres Strait Islander patients undergoing kidney transplants or dialysis. He's supported and advocated for Aboriginal and/or Torres Strait Islander LGBTIQ+ Sistergirl and Brotherboy communities across Queensland including previous work at QC as a Health Promotion Officer in the 2Spirits Program. He now looks forward to contributing his expertise in health and wellbeing and cultural capacity building to the 2Spirits Program.

Robin Schreiber is a proud Gunggandji man born and raised in the Yarrabah Community, Far North Queensland, having been affiliated with 2Spirits in Cairns during the 90's as part of his commitment and determination to creating positive change. He brings much personal and professional knowledge of community and organisational development, inclusive service delivery and policy development. He's attended Anwernekenhe National Conferences in Tambourine Mountain 1998, Melbourne 2002 and Mylor South Australia 2006, and the First National Indigenous Sistergirl Forum on Magnetic Island 1999.

Kelsey Doyle is a proud 21 year old a gay man of the Woppaburra of Great Keppel Island. Born and raised in Brisbane he's always had a passion for working with and supporting mob. Kelsey is currently undertaking a Bachelor's degree in Social Work at the University of Queensland. He's excited to be a member of the 2Spirits Executive Advisory Board so he can contribute to a brighter and more inclusive future for First Nations LGBTIQ+ Sistergirl and Brotherboy communities.



## OUR TRANS, GENDER DIVERSE AND NON-BINARY COMMUNITIES ADVISORY GROUP

The past 12 months have been extremely busy and rewarding for QC's Trans, Gender Diverse and Non-Binary Communities Interim Health Advisory Group. This was the first time a group like this has been formed in QC's history, and the group hit the ground running and accomplished many things within their first term. The Interim Advisory Group created and published 3 new resources for the Trans, Gender Diverse and Non-Binary communities, with the resources covering topics such as binding best practice guidelines, a safer sex guide as well as a sex and intimacy guide. The intimacy guide is a first for our Trans, Gender Diverse and Non-Binary communities and covers sensitive topics such as consent and disclosure.

The Interim Advisory Group met with the QC Board of Directors, developed an action plan for what will be the next Advisory Group and term, as well as some legacy pieces for future Trans, Gender Diverse and Non-Binary Advisory Groups. We're really proud of the work of the Interim Advisory Group as a whole and also

the work that each individual Advisory Group member does within community. So that's a massive thanks to Annabelle Oxley, Billie Stimpson, Francis Mulcahy, Johnny Valkyrie, Kit Begg, Kathan Winchester, Krissy Johnson, Peta Kenward and Aaron Robinson.

Johnny Valkyrie was nominated for Young Trans Person of the year at the 2019 Trans Community Awards and both Johnny and Krissy Johnson being nominated for Trans Activist/Advocate of the year. Johnny was awarded Young Trans Person and Krissy picked up the win for Trans Activist/Advocate of the year. Annabelle was nominated in 2018 Trans Awards for Trans Activist/Advocate.

At the Volunteer Awards in early 2020, we saw an Interim Advisory Group member and community leader Nicky Driscoll win a Value Award for Justice for consistently ensuring the voice of others or those who haven't yet found their voice have the opportunity to take part in our communities.

We also saw the entire Trans and Gender Diverse Interim Advisory Group win a Value Award for Celebration for sharing their individual and collective knowledge and experiences to ensure that our Trans, Gender Diverse and Non-Binary communities have resources, QC services and programs that are better equipped to meet the needs of our diverse communities now and into the future.



VOLUNTEERS

HELPING  
OUR WORLD  
GO ROUND

07



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## TESTING POINT

We could not do what we do without our wonderful volunteers. There are many examples including our Testing Point sexual health clinic which is a volunteer run service. We are grateful for the support of a number of Medical Practitioners, Nurses and Administration volunteers who dedicate their time and energy to this very important service.

## WRAPPED'N'READY SAFE SEX

Our Wrapped'n'Ready safe sex supplies distribution program relies heavily on our volunteers. This year they helped us assemble and mail out almost 35,000 safe sex packs, along with distributing campaign material and packs through other channels such as venue and event outreach. QC is grateful to our Brisbane volunteer condom packing team, who have named themselves the Burning Rubber team, and our extensive Cairns volunteer packing team, who packed many of those safe sex packs.

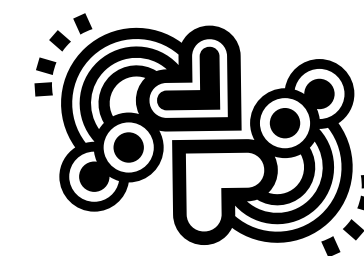
Following COVID-19, the volunteer Outreach Program shifted online across four dating and hook-up apps, with great community engagement. Through this outreach volunteers provide advice on sexual health and referrals to sexual health clinics across the state, and have also been coming together with online weekly catch-ups and monthly training sessions.



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## LGBTI SENIORS COMMUNITY VISITING SERVICE (CVS)

Like so many health and wellbeing services, this year's summary could best be captured under a headline such as 'reinvention and commitment to ensure continuing connection'. From early February when the unfolding COVID-19 situation first required minor changes to visiting procedures, the service has continuously adapted the ways that volunteer visitors have been able to support Visiting Service participants while ensuring that 'physical distancing' didn't mean social disconnection. With more ways of communicating and connecting coming under the definition of a 'visit' due to aged care residence and broader 'lockdown' periods, phone calls and video calls have featured prominently since these changes started (and will continue into the future), with in-person



visiting continuing in line with COVID-19 safe requirements. Volunteer training and meetings also transformed to allow for online delivery, with the positive outcome of more frequent contact among visitors and QC staff. Support and information for volunteers is essential to our work, given their ever changing roles and the added pressure of sometimes being the only link between their client and the 'outside world'. Volunteers also have been creative in finding ways to ensure their clients have not felt isolated by posting items, providing collections of favourite TV program recordings, or with drive-by deliveries of a coffee and favourite chocolate bar.

Recognising all of this work, the visiting team members received this year's QC President's Award for Volunteering during National Volunteer Week in May. It was a fitting recognition of ongoing commitment during challenging times, when issues of loneliness and social isolation have come to the fore for many people within our communities.





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# ROYAL COMMISSION INTO AGED CARE

# 08



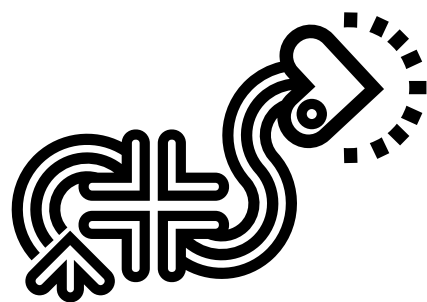
This year the Visiting Service (which is proudly co-delivered in partnership with Diverse Voices) has supported the inclusion of Queensland LGBTI Sistergirl and Brotherboy older people's voices into the Royal Commission into Aged Care, with participants and others contributing to submissions prepared by the National LGBTI Health Alliance.

This has helped to ensure that the need for LGBTI Sistergirl and Brotherboy inclusive aged care was highlighted, and helped champion the expansion of LGBTI Sistergirl and Brotherboy visiting services.



# HEALTH IN ACTION

# 09



## SUPPORTING IMPACT THROUGH HEALTH ACTION GROUPS

One of the important ways that QC collaborates with and understands the needs and experiences of our LGBTI Sistergirl and Brotherboy communities is through our support of Health Action Groups. Through these groups, we are proud to collaborate with volunteers, who initiate and facilitate peer education and health promotion to particular key areas of need in the community.

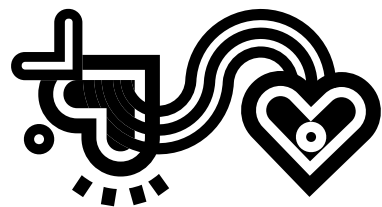


## SUPPORTING COMMUNITIES THROUGH HEALTH ACTION GROUPS

### **Many Genders One Voice**

QC was pleased to continue to support the amazing work of MGOV this year (Many Genders One Voice). It was another busy 12 months for MGOV, despite COVID-19 disrupting face to face events and activities for a period of time. MGOV moved to solely online in April 2020 and provided our Trans, Gender Diverse, Non-Binary, Sistergirl and Brotherboy communities with regular events that support community visibility and connection. In March, MGOV held an online dinner and discussion for Transgender Day of Visibility with 20 people from across Queensland (also a couple of folks from Tasmania) joining to celebrate all the diversity and visibility we have amongst our communities across the state in a safe and inclusive space.

Prior to COVID-19, MGOV ran the Trans Community Awards in November 2019, which were well attended and had the most votes for nominees out of the 4 year history of the event. These awards acknowledge the hard work that so many within our Trans, Gender Diverse and Non-Binary communities, services, groups and events put in for folks in the community.



As with past years on the 20th November, MGOV also brought people together for Transgender Day of Remembrance, with this year also including a dinner before the ceremony and a walk as a group to Wilsons Outlook Reserve for the ceremony, overlooking the Story Bridge which was once again lit up in Transgender colours. This remembrance ceremony grows every year and gives community members, allies and supporters the opportunity to talk about their own experiences and loss of loved ones in a supported space.

These events would not be as successful as they are without community and MGOV is grateful to everyone who attended the events, gave feedback, and shared MGOV social media posts. Our communities are so strong because of everyone in them and the support they give each other. None of this would be possible without you all.

## Ageing in Diversity Action Groups

Ageing in Diversity Action Groups (AIDAG) continue to be a space for staff of aged care provider organisations, other sector service delivery, information and advocacy support agencies and older LGBTI Sistergirl and Brotherboy community members to meet, learn and share perspectives around the development of culturally appropriate care and support for older LGBTI Sistergirl and Brotherboy people. Whether engaged in the Rainbow Tick accreditation process, the 'How-to' pre-accreditation process, the Silver Rainbow LGBTI Aged Care Awareness Training Project or in earlier or informal stages of engaging with the development of LGBTI inclusive practice, AIDAG participants are encouraged to identify key questions or learnings to share,

and demonstrate to older LGBTI people a commitment to their care, health and wellbeing support needs. COVID-19 and its impact on the aged care sector has created challenges for AIDAG stakeholders, however a committed core of participants in both the Brisbane and Sunshine Coast groups have maintained continued involvement.

## 2Spirits Programs

On completion of 2Spirits face to face community consultations in 2019, 2Spirits has established the 2Spirits Executive Advisory in June 2020. The Executive exhibits in all its workings true, inclusive, diverse practices, and a genuine commitment to developing mechanisms to navigate partnerships with stakeholders, in order to enhance and develop health and wellbeing outcomes across the social determinants for Aboriginal and Torres Strait Islanders with an intersex variation or who identify as Lesbian, Gay, Bisexual, Transgender, Sistergirl and Brotherboy people across Queensland.

2Spirits has been active during this period with peer education in Brisbane at Jabiru Community College and outreach activities in Hervey Bay, Townsville and Cairns. 2Spirits continued our community presence at the Queensland AFL Pride Round, Sunshine Coast and Brisbane Pride Fair Days and hosted a Brisbane Pride Connection Dinner and NAIDOC Week 'Community Together' events at our Brisbane Office.

Due to the COVID-19 disruption to our service delivery, 2Spirits has adapted our services to online access conducting fortnightly statewide peer education and engagement sessions. Social media has become an important tool of engagement and awareness with our target

population and communities to keep them safe and informed in COVID-19 and sexual health awareness, and we continue to distribute male condoms and womens safe sex packs. 2Spirits has also continued to be a valuable contributor in the National Suicide Prevention Trial on the Aboriginal and Torres Strait Islander Implementation Team and the Open Doors Youth Service Youth Advisory Group, as part of the Brisbane Trial Site coordinated by the Brisbane PHN. This work strives to create community awareness, identify access gaps and promote support services for survivors of suicide and those with lived experience.

2Spirits continues to deliver one day workforce professional development sessions to healthcare professional's across North Queensland as deliverables for the North Queensland STI Action Plan. 2Spirits are active members on the North Queensland STI Action Plan Accountable Officers Committee, Queensland LGBTI Roundtable with the Department of Communities, Disabilities Services & Seniors Committee, Cairns Sexual Health Network and Brisbane's LGBTIQ+ Professionals Network, Ipswich LGBTIQ Interagency Network and Brisbane Sexual Health and BBV Interagency Network.

## Clinical Health Services

Supporting health and wellbeing through our integrated health services, Clinic 30 is proud to be the lead community based General Practice service for our communities. We are honoured to support our communities' health needs, which are as diverse as they are. Clinic 30 reflects our clinical and integrated health programs, including programs such as Clinic 30 (General Practice, HIV & Sexual Health), the Brisbane Gender Clinic, Mental Health Services, and

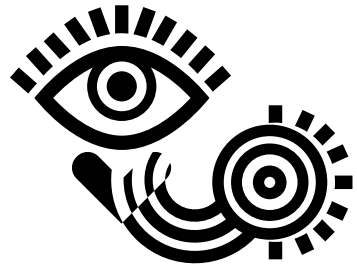
Ageing services. This year we have taken a huge step towards our goal to become an RACGP fully accredited "chosen families" General Practice. Accreditation will mark our transition into a full range health service including Sexual Health, Women's Health, expanding our Gender affirming care, culturally appropriate services for our Sistergirl and Brotherboy communities, and expansion of clinical services into more regional and rural areas of the state.

While our response to COVID-19 has meant we had to implement all new clinical protocols and temporarily pause some services, this has also been a year of growth for our services as we expanded to meet the needs of our communities. We have welcomed three new general practitioners this year, including one based in Bundaberg, and we also launched our first ever Saturday clinics in Brisbane and the Fraser Coast. Our fortnightly evening express HIV and Sexual Health Clinic called Testing Point also remains popular despite changes to service delivery due to the pandemic. We currently offer more services and have more practitioners than at any other time in our history.

In this period, we saw 84 new PrEP clients (which is an effective biomedical form of HIV prevention) and we have seen a significant increase in the uptake of PrEP prescriptions in the last six months of the year. We provided 5653 episodes of care and welcomed 152 new patients. We tested over 1600 clients for HIV & STIs with a quarter of those receiving treatment for an STI.

Lastly, there has been a steady intake of cisgender females and heterosexual identifying clients and sustained engagement of PLHIV, which is reflective of our mission to be a safe and inclusive space for all.





## **Allied Health Services**

It's been a challenging time for our communities as we deal with COVID-19 and the uncertainty it brings, and our mental health services have seen more folk accessing support in greater numbers than ever. This growth has also coincided with an ever expanding multidisciplinary support team with Occupational Therapy, Psychology, Counselling, Social Work and Case Management expertise, and community members have been able to access mental health support through a range of online and self-referral and funding options.

Our partnership with the Brisbane North PHN continues to flourish and support our communities in the Brisbane North region, through both the National Suicide Prevention Trial (NSPT) and the Brisbane Mind (BMind) program. The BMind program provides up to twelve fully funded counselling services to LGBTI Sistergirl and Brotherboy people who are experiencing financial, social and environmental barriers that are impacting on them accessing other psychological and mental health support services. The NSPT provides short term fully funded counselling services to LGBTI Sistergirl and Brotherboy people who experience moderate mental health illness and are at risk of suicide. In addition to counselling, relevant NSPT participants can access case work support.

In addition, through our partnership with the Wesley Mission Queensland Psychological Therapies program, we are able to support people in the Brisbane South region offering both suicide prevention and mainstream mental health services.

Alongside our counselling services, QC launched Talking Heals, Queensland's first large scale LGBTI Sistergirl and Brotherboy suicide prevention public campaign, to encourage community conversations and support community members to access services through clear referral pathways. Alongside this, QC also implemented actions to support the Brisbane North PHN Planning For Wellbeing 2018-2023 Regional Plan. Actions ranged from delivering ASIST suicide intervention workshops to increase the capacity for LGBTI Sistergirl and Brotherboy people to recognise and assist someone at risk of suicide, through to supporting the wider sector of mental health, suicide prevention, and alcohol and other drug services to deliver inclusive and knowledgeable services to LGBTI Sistergirl and Brotherboy people.

QC's mental health team supports our communities to increase control over and improve their mental health so that they can maintain happy, healthy and fabulous lives. We look forward to continuing this journey in the years ahead.



## **SUPPORTING EMPOWERED AND HEALTHY COMMUNITIES**

### **Our Response to COVID-19**

COVID-19 has entrenched disadvantage and trauma for many of our LGBTI Sistergirl and Brotherboy communities in a way we haven't seen before. At the same time, we have seen the amazing resiliences and strengths of our communities. We have seen our communities come together to check in with and support each other in the most difficult of times, and we have seen new community networks blossom in virtual meeting rooms in all parts of our state.

QC has always been proud of the many ways we have responded to the issues that our communities prioritise, and that has been more apparent than ever. We quickly transformed the ways we work to deliver peer based support activities, education and outreach, our public events, and our volunteering activities in new and innovative ways using technology and virtual environments. We also quickly responded to ensure that the members of our communities in the most need were supported, through programs such as our Community Pantry, supported by Brisbane Pride and our other community partners.

Another area that we quickly expanded was our social media communication channels, which we used to promote COVID-19 health information, raise awareness of support options for our communities, disseminate positive messages to support resilience and community connectedness, and foster wellbeing. Alongside this, our Health Promotion staff have played a vital role in providing information and guidance to community members during these times.

In particular, it has been an extremely busy time for Transgender, Gender Diverse and Non-Binary health with many people seeking out information, including finding affordable and affirming care, and supporting people through the impacts on the health system.

We are proud to have continued to play an essential education, support and connection role for our communities during this time.





# WORLD AIDS DAY 2019

## Remembering our Communities on World AIDS Day

World AIDS Day remains a powerful moment of reflection and memorial for LGBTI Sistergirl and Brotherboy people, as we reflect on the 1st of December each year about those we have lost and reflect on how far we have come. As with past years, this year red ribbons were worn by many showing their support for the event, and in many locations across the state buildings and public places were lit up in red to mark the event. This year, the well attended 2019 Brisbane vigil event was relocated from the Queens Street Mall where it has been held for the last few years to the Captain Burke Park, under the Story Bridge, Kangaroo Point. Many people came together to reflect under the Story Bridge lit up in red to mark World AIDS Day,

where two powerful positive speakers reminded us that HIV does not discriminate and affects many people. Attendees were given a red ribbon to wear, a symbol of remembrance and of hope, and were invited to place a candle during a moving moment of collective silence, while the Brisbane Pride Choir gently sang. As with past years, QC was also proud to support the local community in Cairns to hold a community Vigil, planned and organised by the local World AIDS Day committee. Individual events were also held by communities on the Gold Coast, Toowoomba, Townsville and Hervey Bay. QC also held a number of activities with specific communities, including a Transgender and Gender Diverse BBQ, a 2Spirits event, and a Seniors Dinner.



## RAINBOW PRIDE @ Work Training

## Supporting Inclusive Services

An integral part of QC's work is supporting organisations to reflect on their knowledge and practices, and supporting them to take action to ensure their services are knowledgeable, inclusive and affirming. The QLD Council for LGBTI Health's Training and Development Program, Rainbow Pride @ Work has been providing practical support to health and community services to build an open and inclusive rapport with LGBTI Sistergirl and Brotherboy clients in Queensland since 2005, including training, consultancy services, and collaboration on reviewing processes and systems.

In this period, the Rainbow Pride @ Work program delivered training sessions across Queensland, from the Gold Coast to Cairns and the Torres Strait Islands, and moved training delivery to online to ensure this work continued. These sessions were delivered to a variety of government, non-government and corporate professionals, covering topics such as LGBTI Sistergirl and Brotherboy ageing, domestic and family violence, mental health, youth and young people, culturally, linguistically and religiously diverse communities, inclusive practice, awareness and ally training. In this period, the program completed our funded contract to update the Queer Without Fear—Domestic and Family Violence in the LGBTIQ+ Community project resources,

including the delivery of training to almost 550 frontline domestic and family violence staff in Queensland.

The Rainbow Pride @ Work program also provided consultancy support for DFV services, legal services, aged care facilities, sporting and fitness groups and tertiary institutions, with the projects ranging from support around bathroom signage through to policies, procedures and workforce development. In particular this year, the Rainbow Pride @ Work program provided extensive consultancy support to the Arcare Parkwood Aged Care Facility team, to support them in the start of their journey to become a Rainbow Tick accredited facility.

RP@W program has also updated the training content to reflect the new branding and ethos of QC as well as ensuring that the lived experience of our dynamic, evolving communities and new research findings are reflected. In particular, this has included reviewing and updating content and partnerships related to Aboriginal and Torres Strait Islander Sistergirl and Brotherboy communities, Intersex people, Culturally, Linguistically and Religiously Diverse communities, LGBTI Sistergirl and Brotherboy communities affected by domestic and family violence and Transgender, Gender Diverse and Non-Binary communities.



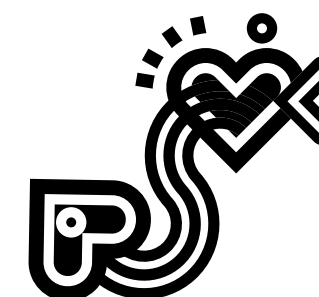



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# RESEARCH

## QC BUILDS AND SUPPORTS THE EVIDENCE BASE

# 10



This year QC has continued to collaborate with a range of communities and partners to identify and support research opportunities across Queensland, ensuring we are living our strong belief that evidence and the involvement of the voices and lived experiences of community are the foundation to effective programs.


From promoting suitable research with our LGBTI Sistergirl and Brotherboy communities through our channels, conducting community consultations and focus groups, through to partnering on key research projects, this year we have continued to focus on our **Let's Treat Syphilis** and **#ComePrEPd** campaigns research, supported the development of resources for LGBTI Sistergirl and Brotherboy people with a disability/ies, and conducted a mapping project of the capacities and support needs of LGBTI Sistergirl and Brotherboy community groups and services.

We also once again partnered with the Centre for Social Research in Health at UNSW to deliver the 2019 Gay Community Periodic Survey in Queensland. This research is an important part of Australia's understanding of and response to HIV, monitoring sexual practices, drug use and HIV and other STI testing patterns. QC again drew on its extensive partnerships with social venues, community groups, and clinical services, and grassroots community reach to recruit 1,772 people who identify as men for the survey.

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# SEXUAL HEALTH PROGRAMS

# 11



**As with all other parts of our work, much about the way we deliver our sexual health programs changed as a result of COVID-19. In particular, in response to the risk of COVID-19 transmission QC released a public statement and a series of two posters encouraging community members to stop casual sexual activity that presents a risk of COVID-19 transmission, have alternative forms of sexual contact such as online sex, and maintain PrEP during this period for those on PrEP.**

We've already mentioned how our Wrapped n Ready safe sex supplied distribution program mailed out almost 35,000 safe sex packs, along with distributing campaign material and packs through other channels such as venue and event outreach. Another shout out is in order to all the volunteers who make this possible. QC and thousands of folks across the state remain grateful. Following continued syphilis prevalence within our target populations, referrals to LetsTreatSyphilis.info and three monthly testing have been key messages during this period.

QC also hosted a statewide online education and discussion community forum featuring a clinician, three panel members taking PrEP, and three panel members talking about being HIV undetectable. This forum had great reach from across the whole state, including regional Queensland, and was a great opportunity to launch an online Undetectable = Untransmissible (U=U) Q&A ([comeprepd.info/uequalsu/](http://comeprepd.info/uequalsu/)), designed to increase community knowledge around HIV being untransmissible after maintaining an undetectable viral load for six months or more. During this period, QC also released eight new comePrEPd posters and short promotional videos featuring quotes from Queensland PrEP users, with self-reported results from the annual Big Gay Day survey continuing to show a significant rise in PrEP uptake from only 5% in 2015 to over 40% in 2020.



This year, we have also extended our reach into key regional areas, producing and distributing sexual health resources through regional outreach, including running a series of events in Townsville and outreach into Hervey Bay, outreach at key LGBTI Sistergirl and Brotherboy festivals, and the mail out of resources to all corners of regional Queensland including Mount Isa, Julia Creek, Sarina, Cairns, Mackay and Rockhampton. Particular highlights this year included our North Queensland staff and volunteers performing sexual health outreach and running activities celebrating diversity and our LGBTI Sistergirl and Brotherboy communities, such as Cairns Pride Festival and Hot N Steamy in Port Douglas. Our Cairns QC office is a significant hub for our communities and local services to seek support, advice and referrals to local community services and sexual health testing.

As priority communities for QC, there were also a number of specific programs with Transgender, Gender Diverse and Non-Binary communities. Through the work of QC's first Trans, Gender Diverse and Non-Binary Communities Interim Health Advisory Group, three key resources were developed for these communities. Over 110 binders were distributed along with over 200 Many Genders One Voice branded safe sex packs and 104 other resource orders. Eight statewide online sessions were also held, offering support and social connection. These facilitated the sharing of referrals and experiences with testing, stigma and discrimination reduction. They also were useful forums in support of resilience. Staff collaborated in various consultancy projects with services such as QPS, which saw a new official form created to assist communities with transition related documentation.

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# SOCIAL MEDIA

# 12



QC has delivered over 2.1 million impressions to more than 11,500 fans across our social media channels, resulting in over 150,000 engagements from the people, organisations and groups who make up our wonderfully diverse LGBTI Sistergirl and Brotherboy communities. All of this liking, sharing and commenting has led to 8,835 link clicks which powers so much awareness and connection to our many campaigns, events and forums. It has also enabled us to share and talk about our responses to COVID-19 in a time when we, along with the folks connected to us, have spent more time online than ever before.

Through a combination of organic and paid posts our health promotion, education campaigns and wellbeing messages are reaching more and more people each year. Social media is meant to be shared and this has accounted for a 45 per cent increase in social media engagement compared to the year before. Whether it's between QC and one person or a whole community of people having a conversation online, we are grateful for the sharing and interest in our health and wellbeing messages which make up the majority of our content. Social media helps us stay connected to the many people across Queensland who share

their thoughts, knowledge and challenges with us. With the **#socialverse** not always being a kind place, we do our best to keep our part of it a welcoming and supporting space, including drawing on many memes to help make the day of our audiences a little lighter. We also revel in the chance to share the unexpected moments that bring real joy, whether it be a communal sharing of cake at a special staff afternoon tea or a beautiful gesture by our supporters that has delightfully caught us off guard and made our day. We also appreciate that it's often our volunteers, staff and peer organisations who are an integral part of the sharing, caring and moderating that happens online.

**This year, whether it's through Facebook, Instagram, Twitter, Snapchat, LinkedIn, WhatsApp or Zoom, much of our world has been re-imagined online. To see how quickly so many people adjusted to that reality has been remarkable. Amid the uncertainty, we've seen geographic boundaries shrink, and knowing more people are sharing and connecting to each other on social media brings a small silver lining.**





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# FUNDRAISING, DONATIONS & COMMUNITIES

# 13



QC is very lucky to have a number of passionate supporters and fundraisers in the community, with almost \$55,000 raised through fundraising activities or donations, which allows us to support our LGBTI Sistergirl and Brotherboy communities. Celebrating its 9th birthday in October 2020, The Balls OUT Bingo events are a significant contributor to QC's fundraising, and we are grateful to all of our supporters and players, including The Sportsman Hotel, Club 29, Shades of Play Adult Store, Gay & Lesbian Matchmaker, John Bortolin for support with the BOB calendar, Sleazeball Australia, Brisbears, House of Blousie, BootCo, and Brisbane Hustlers Rugby. QC is particularly grateful to the folks at Boot Co and Brisbears who support QC and Balls Out Bingo in so many ways throughout the year and play an invaluable role getting our message out into the community.

At the end of November 2019, we had to unfortunately say a sad goodbye to our resident host of Balls OUT Bingo, Candy Surprise, as she was making a big move to Canada. We cannot thank Candy Surprise enough for all of the hard work and talent that she brought to Balls OUT Bingo, not only hosting at The Sportsman Hotel for over 4 years, but also hosting and entertaining at Balls OUT Bingo events at other venues and corporate events. We were very excited to start working with the fabulous Gayleen Tuckwood as our Balls OUT Bingo host and we are sure that Gayleen will make it her own. We are very thankful that Gayleen has come on board.

**Lastly, QC would like to say a big thank you for the wonderful support of everyone who has made donations during the last financial year. Your generosity is essential to the work we do and the impact that we have in the community.**



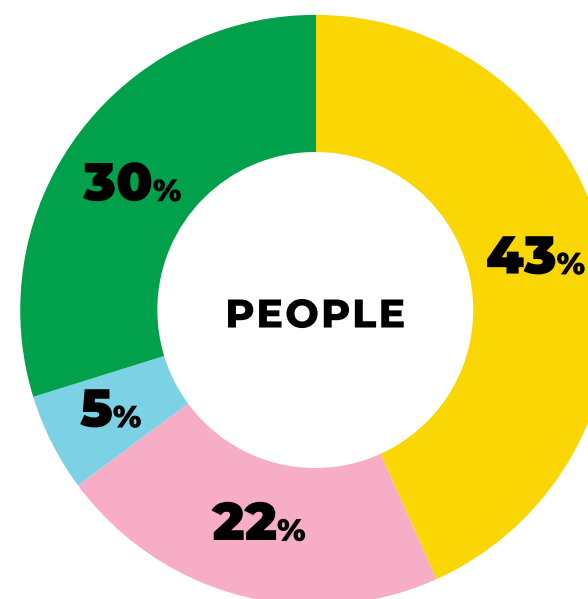
# FINANCIAL POSITION

## 30 JUNE 2020

# 14

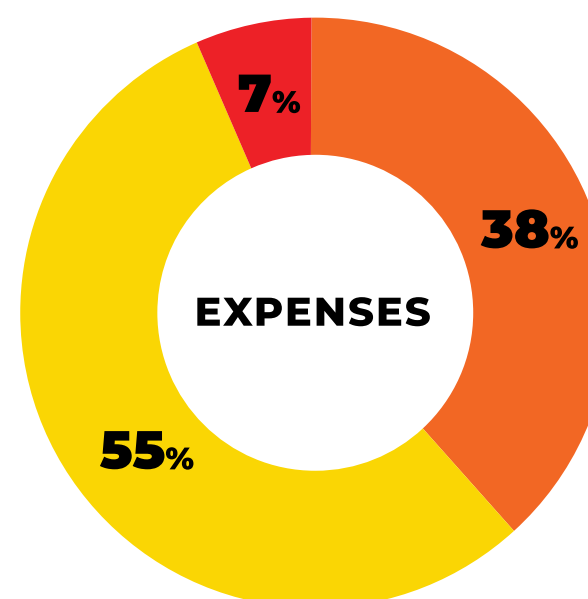
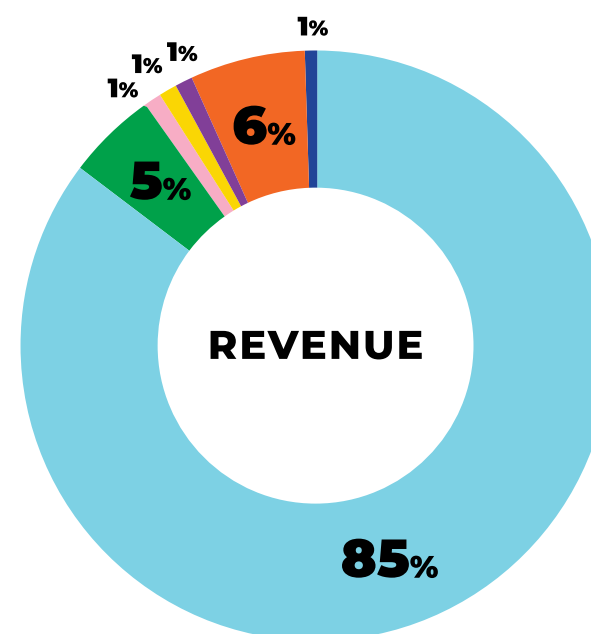


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Full Time Staff	16
Part Time Staff	8
Contractors - General Practitioners	2
Contractors - Trainers/facilitators	11
<b>TOTAL</b>	<b>37</b>

Grant Income	\$2,616,548
Medicare Income	\$148,855
Donation/Gift Income	\$30,460
Fundraising Income	\$24,994
Training Income	\$30,192
Other Income	\$198,383
Interest Income	\$16,271
<b>TOTAL</b>	<b>\$3,065,703</b>



Community Building	\$1,676,264
Client Service Delivery	\$1,169,358
Strategic Expenses	\$208,296
<b>TOTAL</b>	<b>\$3,053,918</b>

