

project ●●●
respect



2020
annual
report

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Vision

Project Respect's vision is a world where women are free from trafficking, sexual exploitation, violence and harm.

Mission

Project Respect's primary mission is to support women in the sex industry and women trafficked and advocate for the structural change needed to end all forms of sexual exploitation.

We provide a platform to elevate and amplify the voices of, while also being informed and guided by, women with past and present lived experience.

Values

We are an intersectional feminist organisation, with all advocacy, support and programs embodying a feminist philosophy.

We position trafficking and sexual exploitation as a global, gendered and structural issue.

Our work is women-centered, collaborative, inclusive and respectful of women's decisions.

Our strong evidence-base supports proactive and courageous work to advance human rights for women.

Impact

Working With Women

50 women supported

19 women trafficked

31 women with experience in the sex industry



1238 hours or 163 days of case coordination across programs



27 anonymous information and referrals



32 secondary consults provided



59 referrals out to other agencies



11 Women's Advisory Group meetings conducted

23 women on the Breaking Barriers program



Impact

2019 - 2020

Outreach



184 total brothel visits



222 women engaged



649 total women met

Training and Partnerships



11 training workshops delivered



1 information session delivered



155 frontline workers trained

Media and Advocacy



4 print and online media interviews



3 presentations



6 submissions



4 consultations

Organisational



2,367 Facebook likes



3,264 newsletter subscribers



2,700 student hours



800 volunteer hours

Chair Report

Amy Poynton

This year has been a tale of two halves. In the first six months, we were able to acknowledge our milestone 20th anniversary including the luncheon at the State Parliament with our supporters, donors, staff and volunteers.

Then, the second half was taken over by the requirement to respond to the global pandemic, COVID-19 while still providing women with the support and guidance that they request.

Our executive director, Rachel Reilly, and the team were still able to deliver and provide services with slight adjustment. At the same time, the Committee of Management formed a pandemic action sub-committee, which worked with management to review strategic and operational risk. As with many organisations, it has been an intense period which we got through because of the dedication of the people involved.

Our work would not be possible without the hard work and dedication of the staff, volunteers and students.

In addition, we acknowledge and thank our Women's Advisory Group who provide direction and support to the committee through the year.

We are proud of our committee which is made up of women that bring a variety of expertise and experience. We have been able to progress the work across the strategy sub-committees which include Strategy & Risk and Fundraising.

Dr. Sarah Ogilvie brings governance and research expertise, particularly with past work related to trafficked women working in unlicensed sex businesses across Australia.

Amanda Carlile is our Deputy Chair and Fundraising Sub-committee Chair. Amanda has deep not-for-profit experience which has helped us to better navigate the fundraising and donation strategies we need to strengthen and grow.

Natalie Francis continued as our Treasurer, bringing the right mix of experience and pragmatism to meet our financial obligations and protect our limited resources. It is important to acknowledge Patricia Saca, Committee Member, who stepped in as interim Treasurer during Natalie's leave of absence. The work was seamless and goes to the strong support and teamwork across the committee.

Charmaine Jessup has continued as our Committee Secretary, which provides us with regular monitoring of our governance activities and actions.

Last year, Bettina Twyman joined the committee and immediately made a difference with her deep knowledge in the sector and working with marginalised people. Her deep insights and experience have greatly informed our work.

In June, we farewelled Cat Williams from the committee. She continues to be a strong advocate and supporter and we are thankful for the contribution she provided during her time on the committee.

On behalf of the entire committee, we are deeply grateful to the Victorian government departments, our philanthropic partners, donors and our supporters throughout this challenging year.

Amy Poynton
Chair

Executive Director Report

Rachel Reilly

It has been another successful year of strengthening all areas of the organisation and progressing work against our five identified strategic goals.

While we have a long history of working with women from diverse backgrounds, we are always working to improve our accessibility, and this year saw a number of new initiatives introduced. We welcomed Sara to the team in June 2019, who not only speaks Mandarin, but also has experience working in Hong Kong with people involved in the sex industry including people trafficked.

There has been a steady increase in women from Chinese backgrounds in licensed brothels over the past few years, and this year, more than 41% of women met indicated they were from a Chinese background. Sara has enhanced our ability to connect and communicate with women from Chinese backgrounds during outreach, while learning more about their experiences and support needs.

We've also implemented new means of sharing information and support to women by utilising technology such as WeChat and WhatsApp. We are excited to grow this virtual outreach over the year ahead, to reach and connect with more women.

We delivered individual emotional support and referrals to more than 50 women, many marginalised, experiencing social isolation and violence, and who had significant mental health concerns. Our individual support work was critical to women as the impact of COVID-19 deepened and whole industries, including the sex industry shut down.

The effect on women was significant, and for a number of months our work shifted from support work to crisis response, as the team worked hard to ensure women were linked to available resources so they could remain housed with food on the table.

We were privileged to hear from many women during this time as they shared their words of thanks and hope for the future:

“Thank you so much for your assistance. Without Project Respect I would not know how to solve my financial hardship. I am really grateful and appreciate you.”

“I’m overwhelmed by your kindness. Thank you Project Respect for always providing me with resources and supports.”

“I don’t know how to say thank you for everything you helped me with. I’m so excited because it’s the first time I will study English here. Thank You Project Respect a lot, my new life is better now.”

While it was an exceptionally challenging time, we'd made the fortunate decision to restructure the organisation, and in January 2020 we welcomed Elizabeth as our Direct Services Coordinator, just before the pandemic hit. Elizabeth steered the direct service team through the initial impact of COVID-19, ensuring the team was adequately supported to manage the increased demand for our services, but also ensuring good work practices were in place to manage the psychological impact our work can have on staff.

Elizabeth continues to strengthen our direct practice work, and, is supported by Alicia Filev, who joined us in October in a casual project role to specifically assist with alignment to the family violence reforms and accreditation requirements to ensure we can continue to meet the needs of women, now, and well into the future.

As the pandemic continued, and our resources remained stretched, we made an important, and in hindsight, well timed decision to bring Alicia on board as the General Manager in a part-time capacity, to assist in supporting the operations of the organisation. The addition of Alicia ensured we were able to continue to deliver on other projects and activities while managing the increased support needs from women.

We continued to grow and build our workforce development program, with increased demand for training coming from a variety of industries and sectors. We expect this demand to continue, as the state government increases its focus on inclusion, as well as advancing family violence reforms. Further, the state government announced in November 2019 a Review in to the decriminalisation of sex work, with a Report to be presented to government in October 2020.

We continue to work towards transitioning this program to a fee for service model and aim to launch a virtual training program in the year ahead to enhance our financial sustainability, but also to have greater reach in delivering this important information, hopefully at a national level.

We've continued to build awareness of the issues women in the sex industry including women trafficked experience, while also advocating for the structural changes needed to foster greater safety for women, in their homes, and while they are at work.

With the support and critical insight from our wonderful Women's Advisory Group, we contributed to a number of inquiries, including highlighting the high rates of homelessness and housing insecurity for women with experience of the sex industry in the Victorian Inquiry in to homelessness.

I was fortunate to present at the Stop Domestic Violence conference on the intersection of human trafficking and family violence, and we are pleased to see that there is a growing awareness of this intersection. We've also worked hard to develop our data and evidence base over the past few years and are excited to be focussing on producing more published research in the year ahead.

I am sure many will agree, this year did not run as intended. However, I am proud of the Project Respect team, what we have achieved this year, the exciting initiatives we are working on, and most critically, how we bonded together as a small team to respond to the challenges posed by COVID-19, organisationally, but most importantly, for the women we support.

Rachel Reilly
Executive Director

Strategic Goals

Goal 1: Support & Empowerment -

Continue to support women trafficked and women in the sex industry.

Goal 2: Advocacy & Activism –

Contribute to collective action within Australia and globally.

Goal 3: Partnerships & Stakeholder Engagement –

Develop, strengthen and maintain pro-active partnerships and relationships.

Goal 4: Education & Research –

Develop and facilitate research, education and training opportunities.

Goal 5: Sustainability –

Build on sustainable business and governance practices.

20th Anniversary

Project Respect celebrated our 20th Anniversary at Parliament House on the 25th September 2019.

It was a remarkable day of celebrations, with many guests and supporters from our 20-year history joining us on the day to share the occasion in the glorious environment. We were honoured to have Neil Cole as our keynote speaker on the day. We look forward to another 20 years of supporting women in the sex industry and women trafficked.

WE WISH TO THANK INNER NORTH COMMUNITY FOUNDATION FOR SUPPORTING THE PRODUCTION OF OUR 20TH ANNIVERSARY VIDEO FOR THE EVENT.



Brothel Outreach

building rapport

Brothel outreach is a fundamental component of Project Respect's work. It provides the opportunity to deliver important information and resources to women about their human and workplace rights, support which is available to women should they need and, where and how they can access support.

This year, we have seen another rise in women from Chinese backgrounds in the industry. In the 2018-2019 year, **approximately 23% of women met were from Chinese backgrounds, compared to 41% this year.**

You can read more about our work to specifically address the needs of Chinese women on page 20.

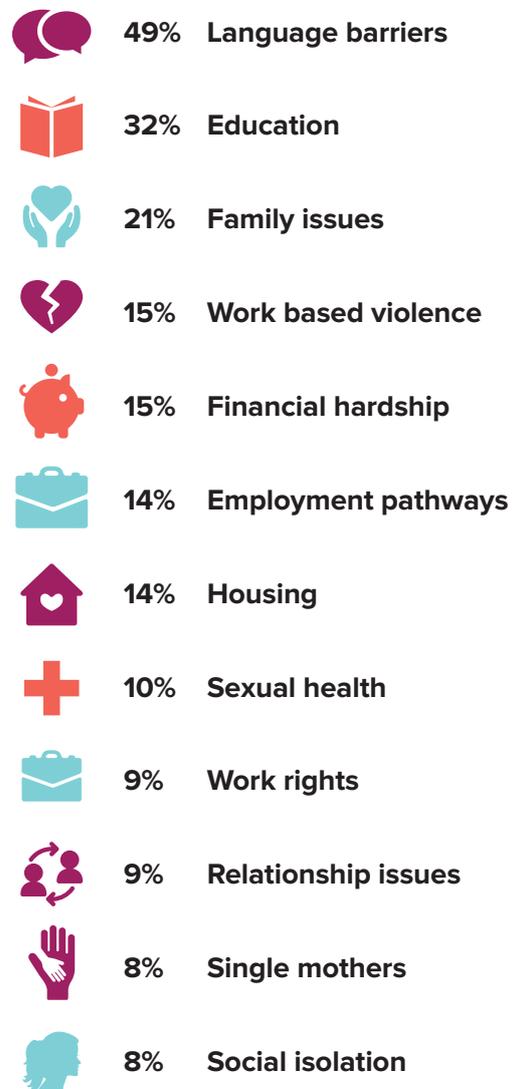
Figure 1.1 Outreach overview

- 184** Total number of visits to brothels
- 70%** Entry rate to brothels
- 649** Total women met
- 222** Conversations with women

Figure 1.2 Demographics of women met during outreach

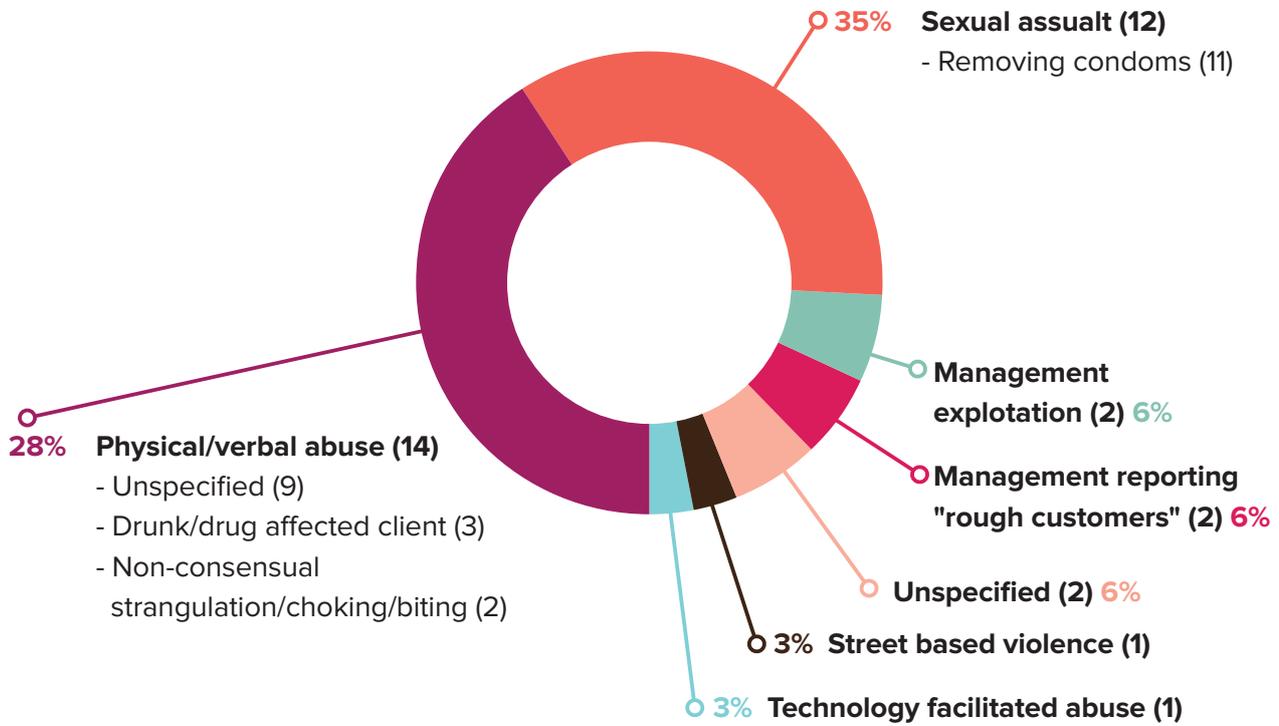
- 41%** Chinese background
- 27%** Born in Australia
- 11%** Thai
- 15%** Korean

Figure 1.3 Main issues discussed with women during outreach (n=222)



Brothel Outreach *continued*

Figure 1.4 Disclosures of workplace violence (n=34)



We wish to thank Family Safety Victoria, Victorian Multicultural Commission and the cities of Hobsons Bay, Monash, Moreland, Wyndham & Yarra

Snapshot

across direct service programs

Project Respect delivers three streams of support to women:

- case coordination for women with experience of the sex industry,
- complex case support to women who have been trafficked and,
- a specific program to support women to reduce their hours or transition from the sex industry into other forms of employment.

Women in this program are also included in one of the other two streams. Figure 2.1 shows a snapshot of support offered across all programs.

28% of women across all programs identified the sex industry as harmful. At the point of intake, **58% of women reported that they were currently or had previously experienced family violence.**

Figure 2.1 Support across programs

- 50** All women supported across programs
- 27 active in the sex industry (57%)
- 31** Case coordination for women in the sex industry
- 19** Complex case coordination for women trafficked
- 23** Breaking Barriers: Enhancing Employment pathways program

Figure 2.2 Length of support provided

- 32%** New intake this year (n=16)
- 46%** 1 - 2 years
- 12%** 2 - 3 years
- 4%** 3 - 4 years
- 4%** 4 - 5 years
- 2%** More than 5 years (n=1)

Figure 2.3 Gender identity

- 94%** Women
- 6%** Trans Women

Work with Women

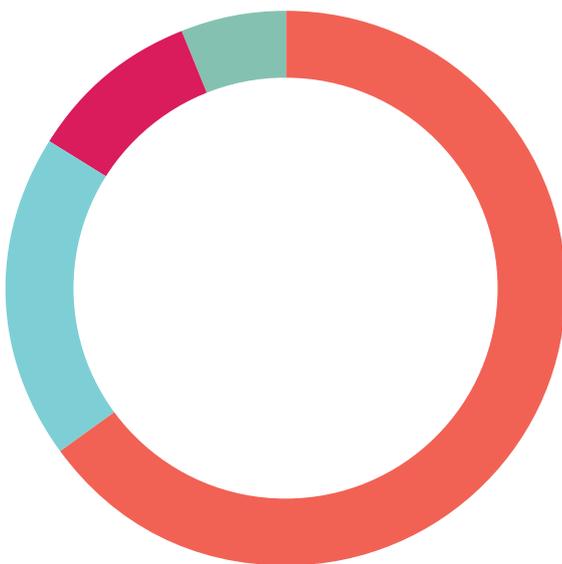
with experience of the sex industry

Number of women supported: 31

Project Respect provides holistic, individualised case coordination to anyone who identifies as a woman, including trans women, with experience of the sex industry.

Women come from a range of backgrounds, are involved in all different areas of the sex industry, and seek support around a range of different areas and needs.

Figure 3.1 Source of referrals to Project Respect



- 65%** Self-Referral
- 19%** External agency
- 10%** Brothel Outreach
- 6%** Other

Figure 3.2 Nationalities of women

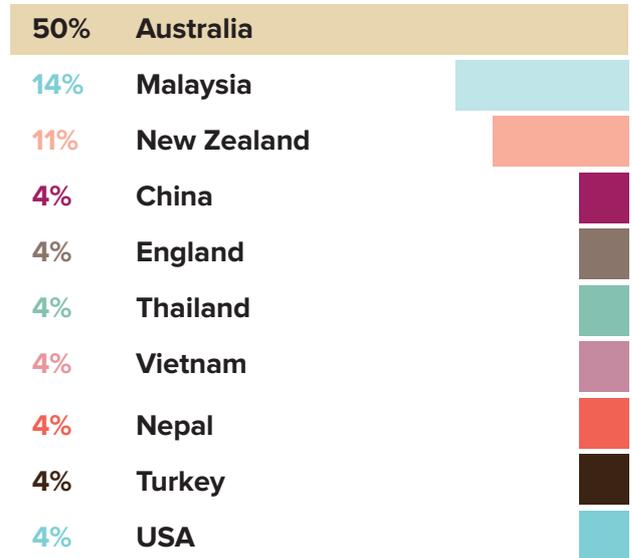
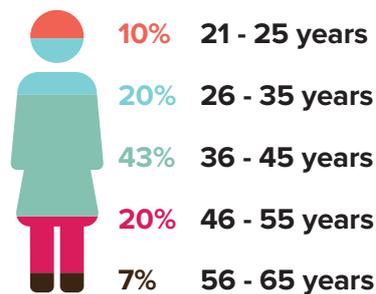


Figure 3.3 Visa type or status of women



Figure 3.4 : Age range of women



Work with Women continued

Figure 3.4 Areas of support required by women



Health and Wellbeing

- 84% Stress
- 81% Social isolation
- 68% Mental health (diagnosed)
- 55% Trauma
- 52% Self esteem
- 48% Health
- 32% Mental health (undiagnosed)
- 26% Drugs
- 23% Body Image
- 16% Alcohol
- 13% Grief
- 6% Sexual health



Government Agencies

- 58% Centrelink
- 23% DHHS
- 16% Immigration
- 10% Child protection



Work & Legal Matters

- 32% Legal
- 19% Visa
- 16% Work rights
- 10% Illegal sex industry
- 10% Pay enquiries



84% Financial Hardship



77% Employment Pathways



39% Education



Violence

- 39% Family Violence
- 13% Violence
- 13% Work based violence
- 13% Exploitation
- 10% Sexual Assault



68% Housing

16% Homelessness



Family Matters

- 65% Family
- 58% Relationship Issues
- 35% Single Mother

We wish to thank Family Safety Victoria and DHHS for supporting this work.

Women's Words

I have been to Australia almost 5 years. I choose to come to Australia for study and work. I want to make my life success. I feel happy to help my family and myself. I got 14 years old, 5 years and 7 months sons.

I was married last year with citizen in here. I was very happy and think that I choose a right person for married. Once I get married after not even 2 weeks he just disappear. He block my handfon number and whatsapp. I met him at his restaurant after one week and he just ignore me... no response. I feel so sad.

Everyday I be patient and wait for him but he didn't come back. I knew that I'm pregnant after 1 month and I let him know. Sending the viber text msg he read after that he block me straight away. I decide to go and meet up with his mum.

So sad his mum try to hide him from me too. His mum tell that he not stay with his mum anymore and got new Vietnamese new girlfriend... young and pretty than me. I tell her that I'm pregnant now and I'm married with his son... I want to talk and meet his son. His mum ignored me too.

In this situation I really sad. I'm student and I don't have Medicare card to deliver my baby in here. Lucky I check student insurance which I bought was covered pregnancy and birth. Only doctor fees cost and I need to pay \$3000+.

I went to College and inform the college that I need to stop study because of my health condition. I not even finish my cert 4 in Commercial cookery. I can't work. I'm sick. My younger sister help me for money until I born the baby.

Project Respect is the one of agency which is help me for financial and some other stuffs before I delivery my baby. Until now, I always share my problems with Project Respect agency because this agency really good and look after me. I really appreciated.

Work with Trafficked Women

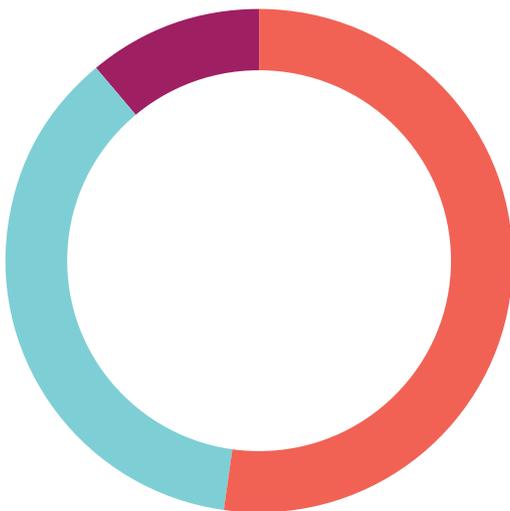
specialised case management

Total women trafficked supported: 19

Project Respect provides specialised, individual complex case coordination to women trafficked, who are largely unable to access the government funded support program as they are unable or unwilling to assist the Australian Federal Police in an investigation.

Support for women who have been trafficked is often more intensive than support provided to women in the sex industry, due to the complexities of issues, including migration and visa status which can impede access to other services. Often this means women are engaged in support for multiple years, as they go through complex processes to secure protection, including protection visas. This process often leads to mental health decline, due to the stress of being in limbo with an unknown future.

Figure 4.1 Source of referral to Project Respect



53% Self-Referral

37% External agency

11% Other

Figure 4.2 Nationalities of women

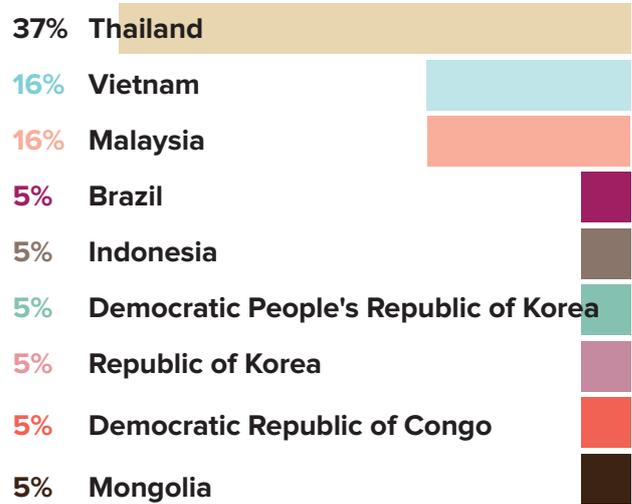


Figure 4.3 : Age range of women

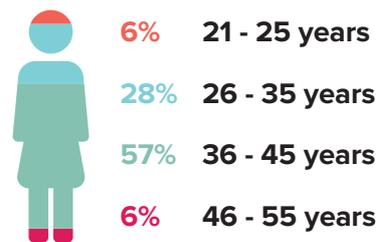


Figure 4.4 Visa type or status of women



Work with Trafficked Women continued

Figure 4.5 Most common areas of support women requested



95% Financial Hardship



Health and Wellbeing

- 89% Stress
- 79% Mental health (diagnosed)
- 74% Social isolation
- 74% Trauma
- 63% Self esteem
- 47% Health
- 32% Body Image
- 32% Mental health (undiagnosed)
- 21% Drugs
- 21% Grief



84% Employment Pathways



84% Language Barriers



74% Education



68% Housing 53% Homelessness



Government Agencies

- 58% Centrelink
- 47% Immigration
- 21% DHHS
- 11% Child protection



Family Matters

- 79% Family
- 42% Relationship Issues
- 42% Single Mother



Violence and Exploitation

- 37% Exploitation
- 37% Family Violence
- 32% Human Trafficking
- 26% Violence
- 26% Work based violence
- 16% Sexual Assault



Legal and Work Matters

- 74% Legal
- 53% Visa
- 32% Work rights
- 21% Illegal sex industry
- 16% Pay enquiries

UNFORTUNATELY, THIS IMPORTANT PROGRAM REMAINS UNFUNDED

You can ensure we can continue to provide this vital service by making a donation projectrespect.org.au

Anonymous Information

Project Respect provided information and support to **27 women who preferred to remain anonymous.**

Breaking Barriers

Enhancing Employment Pathways

This year, the Breaking Barriers program has supported 23 women.

Breaking Barriers is a specialised stream of support from women who have identified they'd like to engage in further education, reduce their hours or transition from the sex industry completely.

Figure 5.1 : Age range of women

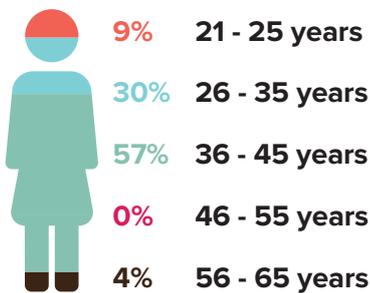


Figure 4.2 Nationalities of women

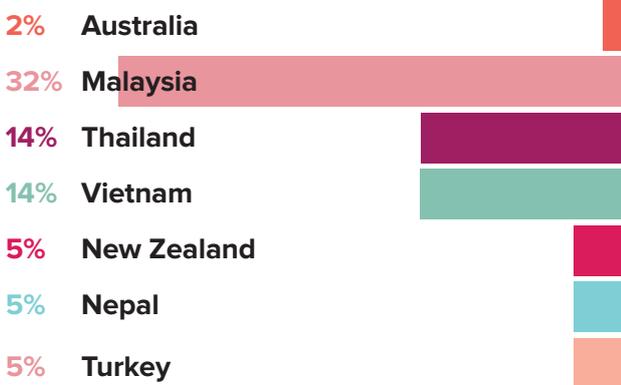
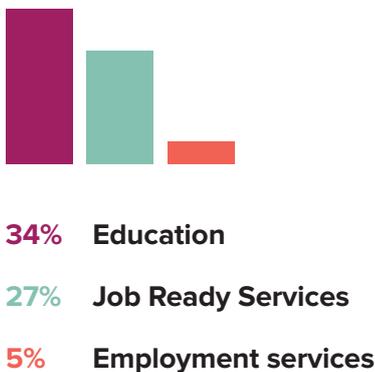


Figure 6.8 External referrals.



BREAKING BARRIERS CASE STUDY

Claire is a young woman who found out about Project Respect through another organisation and then self-referred into Breaking Barriers, as she had recently left the industry and was trying to find employment. Claire was home schooled and was found to have a literacy level equivalent to a child in second grade. When she disconnected from her family, Claire felt she lacked education and she had limited options available to her and commenced working in a brothel. Claire experienced violence and trauma and after 3 years could no longer continue in the industry.

Since Claire engaged in the Breaking Barriers program, she was referred into a service to gain a certificate in adult education that combined living and interpersonal skills, plus employment skills such as numeracy and literacy.

This course was also ideal to help reconnect Claire within the community, make new friends and develop a routine, whilst establishing her identity outside of the industry and before she was ready to decide on a specific course.

Claire was also referred into another service which assisted in boosting her confidence through interview preparation and outfitting her in clothing for an interview. Claire was also referred into an organisation that help address different areas in becoming job ready.

UNFORTUNATELY, THIS IMPORTANT PROGRAM REMAINS UNFUNDED.

Please consider donating today, or sponsoring this program.

Work with women from Chinese backgrounds

OVERVIEW

Project Respect has seen a steady increase in women from Chinese backgrounds in the sex industry in Victoria, however, language has been a barrier to engaging women.

This year we were able to employ a Mandarin speaking case-coordinator enabling us to **break down the language barrier to reach out to women from Chinese backgrounds** to provide information and support, while increasing our own knowledge on the support needs of women from Chinese backgrounds involved in the industry.

WHAT WE DID

In addition to outreach to licensed brothels and case coordination, **we also utilised technology to reach women**, specifically WeChat and WhatsApp, as well as utilising QR codes to direct women to translated resources on the Project Respect website.

Most women met advised that language barriers had limited their choice of employment in Australia. The main issues women discussed during outreach were:

- 50% disclosed themselves or their co-workers have experienced work-based violence;
- 50% family related matters;
- 47% employment related matters;
- 42% housing and homelessness issues
- 26% work rights;
- 26% relationship issues;
- 26% sexual health issues;
- 21% were studying or intended to have further study
- 13% experienced social isolation

RESEARCH AND MEDIA

Research was also undertaken to **gain a better understanding of the sex industry landscape for women from Chinese backgrounds**, and this included research into the recruitment practices of Chinese women into the Australian sex industry.

The research, that reviewed Chinese webpages where massage and sex industry businesses advertise in Melbourne, showed **there were many advertisements to recruit women in to unlicensed/illegal spaces** and many of the advertisements would contravene the Sex Work Act 1994 and the Sex Work Regulations 2016.

WE WISH TO THANK THE DEPARTMENT OF HOME AFFAIRS FOR FUNDING FOR THIS PROGRAM



Impact of COVID-19

on women

Women in the sex industry have been significantly impacted by COVID-19 due to the mass closures of sex industry businesses, regardless of whether they were licensed or unlicensed.

There is a significant population of women on temporary visas in the sex industry, and for the most part, they were ineligible for government support or the stimulus packages on offer. Further to this, many Australian born women were unable to register for JobKeeper due to their independent contractor status, with a lack of documentation around their work creating additional barriers to accessing JobSeeker.

The first few months of the pandemic escalated our work into crisis response, as women were left in situations of extreme hardship, with no access to an income, food for some and, increased risk of homelessness.

As initiatives started to roll out to address the lack of income and precarious housing situations, community services banded together, and set up accessible food relief and material aid services which we were able to link women in to.

For some women, the financial stress did drive them to continue to work. This increased their risk of experiencing violence and harm by clients, and we engaged in safety planning with women who opted to continue to work.

There was and continues to be a significant increase in women seeking emotional support from the Project Respect team.

Many women supported already experience significant social isolation, and this has been heightened by the pandemic and lockdown measures put in place.

Partnerships and Community Education

WORKFORCE DEVELOPMENT TRAINING

We continue to deliver our capacity building training to the community sector, and have commenced developing tailored specialised workshops.

This year, **we delivered 11 full day workshops** to more than 155 participants. 68 participants indicated they had **supported more than 190 women with experience of the sex industry**, and 18 participants indicated they had **supported 41 women who showed indicators of trafficking**. Only 3%, or 4 participants indicated they had received any prior training.

A highlight this year was a tailored session delivered to the Australian Red Cross Support for Trafficked People Program staff on supporting women trafficked for sexual exploitation.

REFERRALS OUT

Project Respect has built a broad network of partnership services. We refer women to agencies that we believe are going to provide stigma-free, non-judgemental support, which meet the needs of the women we are supporting. **Project Respect made a total of 59 referrals to other agencies or programs to ensure the support needs of women were met.**

SECONDARY CONSULTATIONS

This year, we provided 32 secondary consultations to external organisations.

Secondary consultations provide the opportunity to unpack an issue another service provider may be experiencing and provide guidance around how to best support a woman.

"The training and education in this area is critical in increasing awareness, I would recommend a full day of training."

"Recognising signs of exploitation and how to respond. Talking about legislation and resources available, referral pathways."

"Highlighting of obstacles and gaps in the system to help women in the future to be prepared and to get through."

"Understanding legislation. Components of trafficking. Understanding areas of sex industry."

"Discussing legislation and referral/ program pathways available. Examples of personal stories and open discussion of stigma and industry. Both presenters were very informed. Case studies were also very helpful."

"The statistics in the beginning. Learning about implications of stigma and how the sex industry is related to family violence."

We wish to thank the cities of Hobsons Bay, Monash, Moreland, Wyndham & Yarra, Victorian Multicultural Commission and Streetsmart Australia for supporting this work.

Women's Advisory Group

The WAG is a critical component of the work we do at Project Respect.

The WAG is a critical component of the work we do at Project Respect. The WAG consists of women with current or previous experience of different aspects of the sex industry, and who meet once per month to provide guidance and direction to the work we do. The WAG provides a regular space to enable the group to amplify their voices and connect with decision makers to inform policy direction and response.

In December 2019, Minister Williams, the Victorian Minister for Women and Prevention of Family Violence attended a WAG meeting to hear from the members. In November, the Victorian Government had announced the Review into decriminalisation of sex work in Victoria, and the Minister was able to hear first-hand the experiences and perspectives from the group.

Words from a WAG Member

"I have really enjoyed connecting with the WAG. I feel like my voice is heard and contributes towards the work that PR does. I really enjoy meeting with other WAG members too."



Project Respect staff members meet with Minister Williams when she attended a WAG meeting

Community Lunch and Gardening

A long-standing and much-loved program of Project Respect is our community lunch. The sex industry can be a very isolating space due to the hours, not being able to share your work with family and friends and, the intense stigma and discrimination which surrounds the industry.

The community lunch is a peer-led, safe environment for women to relax, eat some delicious and nutritious food, while sharing their experiences in a safe and supportive space.

This year, we also held gardening sessions in partnership with Cultivating Communities. This provided the opportunity to grow fresh food to be used during the community lunch, while also creating an additional space of connection for women.

The Community Lunch and gardening was made possible by Igniting Change, City of Yarra and the generous donations of many individuals.

Words from a lunch attendee

The legendary chef spoilt us today with a sublime Mexican feast of tortilla chips, spicy roasted chilli (4 sorts!) and tomato dip, enchiladas with tomatillo, heavenly guacamole and finishing off with an incredible Mexican 3 milk cake and strawberries. Totally impeccable!

Do I really have to go home and cook for my family tonight!

Surely they can fend for themselves.

Of course these luncheons are not just about delicious food, they are about sisterhood, support and friendship. Everyone in this organisation and, indeed, in this industry bring stories, life, love and acceptance to the table and for that we are all richer.

Thank you Project Respect for hosting us every month, thank you Chef for your amazing gift of delicious food and thank you ladies for your love and fellowship.



Advocacy & Activism

respond and elevate

Project Respect has continued advocacy to local, state and federal government, as well as internationally, to foster better responses to address human trafficking and violence against women, particularly violence perpetrated towards women in the sex industry.

MEDIA

This year we conducted 4 online media interviews, including two with Chinese media outlets.

PRESENTATIONS AND CONFERENCES

This year, we presented at the Stop Domestic Violence Conference on the intersection of human trafficking and family violence. We also provided an additional two presentations.

SUBMISSIONS, REPORTS AND CONSULTATIONS

We submitted to 5 inquiries, including:

- Victorian Wage Theft Bill
- Victorian Homelessness Inquiry
- Commonwealth Inquiry into Temporary Migration
- Department of Foreign Affairs and Trade International Strategy on Human Trafficking and Modern Slavery
- Australian Border Force – National Action Plan on Modern Slavery

We also drafted the trafficking section of the **Universal Periodic Review NGO Coalition Report: Australia's Human Rights Scorecard.**

We also undertook four separate consultations. Three were in relation to the next **National Action Plan to Combat Modern Slavery, and related to gender, victim/survivor engagement and domestic trafficking offences.** The fourth consultation was with the Department of Education and Training Victoria about a program which provides educational support to survivors of trafficking.

ADVISORY AND ADVOCACY GROUP MEMBERSHIPS

- Membership of the National Roundtable on Human Trafficking and Slavery
- Australian Women Against Violence Alliance (AWAVA) Advisory Group member
- National Advocacy Group for Women on Temporary Visas Experiencing Violence and their Children
- City of Yarra Settlement Forum Meeting
- City of Moreland Family Violence Network Meeting
- City of Monash Multicultural and Settlement Services Meeting

Awards

THE KATHLEEN MALTZAHN AWARD

Recognising outstanding commitment and support to the women of Project Respect: **Angie Jackson**

THE VALLI MENDEZ AWARD

Recognising outstanding volunteers at Project Respect: **Ornella Pasa** and **Natalie Bassett-Bokic**

PROJECT RESPECT STUDENT AWARD

Recognising outstanding dedication from students while on placement: **Jess Pocock**

The Team

COMMITTEE OF MANAGEMENT

Amy Poynton (*Chair*)
Amanda Carlile (*Deputy Chair*)
Natalie Francis (*Treasurer*)
Charmaine Jessup (*Secretary*)
Bettina Twyman
Cassandra Williams (*resigned June 2020*)
Patricia Saca
Sarah Ogilvie

STAFF

Alicia Filev – *Project Officer (casual)*
Amy Evison – *Case Coordinator (part-time)*
Courtney Jaravata – *Community Lunch Cook (casual)*
Elizabeth Laliberte – *Direct Service Coordinator (part-time)*
Rachel Reilly – *Executive Director*
Sara Lee – *Case Coordinator*
Sayuri Leahy – *Outreach Worker and Trainer (casual)*

STUDENTS

Alice Borthwick-Peters
Jenna Link
Jess Pocock
Madeline Page
Natalie Bassett-Bokic
Olivia Moore
Suzanne Stojanovic
Trina Howley

VOLUNTEERS

Jemma Edwards – *Communications*
Ornella Pasa – *Administration support*
Max Aboud – *website design*
Michelle Ngyuen – *Training package update*
Natalie Bassett-Bokic – *Communications and social media*
Patricia Saca – *20th Anniversary organising and support*
Rebecca Hays – *Communications*
Ross Ogston – *20th Anniversary video*
Skye Bennet – *20th Anniversary timeline development*

WOMEN'S ADVISORY GROUP

AE, AJ, CJ, LD, SL

PRO-BONO SUPPORT

Louise Gault – *Annual Report and 20th Anniversary Timeline*

Thank You

To our Funders – thank you for making all this work possible:

Australian Executive Trustees
Department of Home Affairs
City of Hobsons Bay
City of Monash
City of Moreland
City of Yarra
City of Wyndham
Department of Health and Human Services
Family Safety Victoria
Igniting Change
Inner North Community Foundation
Justin Ruthven Investments
RE Ross Trust
StreetSmart Australia
Victorian Multicultural Commission/Department of Premier and Cabinet

**And to all of our amazing monthly donors and all the wonderful people who made one-off donations to support the work we do THANK YOU!
We wouldn't be able to continue this work without your support.**

Balance Sheet

statement of financial position as at 30 June 2020

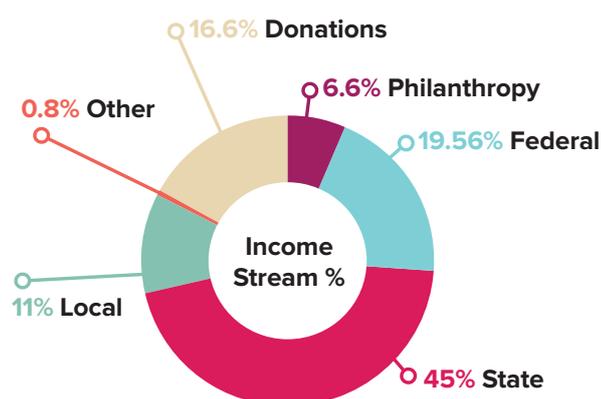
	2020 (\$)	2019 (\$)
ASSETS		
Current Assets		
Cash and cash equivalents	579,134	558,971
Trade and other receivables	6,967	13,750
Prepayments	7,226	13,753
TOTAL CURRENT ASSETS	593,327	586,474
Non-Current Assets		
Property, plant and equipment	11,468	12,794
TOTAL NON-CURRENT ASSETS	11,468	12,794
TOTAL ASSETS	604,795	599,268

	2020 (\$)	2019 (\$)
LIABILITIES		
Current Liabilities		
Trade and other payables	17,642	41,930
Short-term provisions	27,107	23,508
Income in advance	72,439	110,363
TOTAL CURRENT LIABILITIES	117,188	175,801
Non-Current Liabilities		
Long-term provisions	8,716	-
TOTAL NON-CURRENT LIABILITIES	8,716	-
TOTAL LIABILITIES	125,904	175,801
NET ASSETS	478,891	423,467
Equity		
Retained earnings	478,891	423,467
TOTAL EQUITY	478,891	423,467

Income & Expenditure

statement of financial position as at 30 June 2020

	2020 (\$)	2019 (\$)
Income		
Grant Income		
Australian Executives Trust	20,000	-
City of Darebin	-	4,000
DHHS - Family Violence	168,530	225,636
DHHS - Student Funding	17,124	-
DHHS - Community Fund	-	112,500
Department of Home Affairs	37,500	12,500
City of Moreland	4,983	4,619
City of Glen Eira	-	5,012
City of Hobson Bay	2,917	2,083
VIC Multicultural Community	50,000	48,500
City of Wyndham	16,627	6,046
City of Whittlesea	-	2,500
Inner North Comm	3,000	-
City of Monash	25,000	25,000
RE Ross	5,000	30,000
City of Yarra	10,002	9,998
Street Smart	4,062	4,812
City of Melbourne	-	11,341
Fun/Misc	350	-
Igniting Change	2,500	2,499
City of Kingston	-	1,943
Donations	86,972	33,612
JobKeeper and cash flow boost	64,903	-
Interest	3,605	7,818
Other Income	300	2,490
TOTAL INCOME	523,375	552,909



	2020 (\$)	2019 (\$)
Expenditure		
Accountancy Fees	9,460	7,971
Accreditation	4,091	4,269
Agency Temp Staff	20,708	1,866
AGM & Annual Report	2,684	3,534
Audit Fees	4,000	1,900
Bank Charges	(42)	(46)
Cleaning	2,419	416
Computer Expenses	6,599	5,727
Consultancy Fees	21,182	343
Depreciation	2,686	6,255
Equipment Hire	900	900
Fundraising Expenses	13,168	1,430
Insurance - Business Insurance	755	730
Insurance - Tax Probe	357	357
Internet Expenses	682	654
Meeting Expenses	701	-
Motor Vehicle Expenses	6,973	7,362
Membership Fees	302	275
Leave Pay	15,323	1,030
Other Employee Costs	3,377	1,521
Office Supplies	793	984
Program Expenses	8,142	9,114
Publications/Information Resources	1,384	467
Postage	256	248
Printing & Stationery	922	271
Registrations & Subscriptions	327	-
Rent	9,161	9,090
Salaries	297,335	303,708
Staff Amenities	400	647
Superannuation Contributions	25,272	27,739
Telephone & Fax	4,024	3,952
Training & Development	1,873	2,460
Travel & Accommodation	1,737	1,597
Total Expenditure	467,951	406,772
TOTAL COMPREHENSIVE SURPLUS FOR THE YEAR	55,424	146,137

How you can support Project Respect

together we can do so much

DONATE

Your donations will help us extend our services and programs to support women in the sex industry and women trafficked for sexual exploitation. Whether you choose to donate one time or monthly, your contribution will assist us in supporting women. Head to our website to donate today.

WORKPLACE GIVING

Workplace Giving is a great way to donate to us and provides an immediate tax benefit by reducing your taxable income! You will need to speak to your Payroll and/or Human Resources department to set this up, but there are a number of organisations out there who provide workplace giving platforms.

LEAVE A GIFT IN YOUR WILL

A bequest is a very significant way to make a positive difference to the lives and welfare of women in the sex industry and women who are trafficked.

SPONSORSHIP

Your organisation can play an important community role by sponsoring our programs or providing crucial pro-bono advice and support in a number of key areas.

BECOME A FUNDRAISER FOR PROJECT RESPECT

You can become a fundraising champion for us! There are many ways to fundraise for us, including involvement in fun runs or other fundraising events.

CUSTOMISED FEE-FOR-SERVICE TRAINING SESSION

Need to know more about human trafficking? Or Issues impacting on women in the sex industry? We can develop a customised training session to suit the needs of your workplace to build your knowledge and skills. Get in touch today to find out more.

**For further information or ideas,
please email info@projectrespect.org.au
or contact (03) 9416 3401**

Content and editing by Rachel Reilly and Alicia Filev
Graphic Design donated by Louise Gault

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PO Box 1323 Collingwood 3066
Incorporation No. A0037368T
T (03) 9416 3401 | info@projectrespect.org.au
PROJECTRESPECT.ORG.AU

 ProjectRespectMelbourne |  ProjectRespect1

