



## **Introduction to Respect Inc**

Respect Inc is a non-profit community based association focused on the rights and wellbeing of sex workers in Queensland.

## **Vision**

A society where all sex worker rights are realised, and all Queensland sex workers are aware of and feel confident to access all of the information and support we want and need to enable us to be empowered and control our own lives, health and occupational circumstances, equal to others in the workforce.

## **Mission**

We are Queensland sex workers united to provide a formal medium to communicate sex worker issues and concerns so as to improve the rights of our peers and respond to our workplace health and safety and other needs regardless of gender, age, location, industry sector, cultural background or linguistic abilities.



## Strategic Plan

Our goals and strategies are developed with a vision for a sex workers' organisation with development goals in the five areas of:

1. Awareness
2. Representation
3. Leadership
4. Capacity
5. Quality

<b>Awareness</b>		
<b>Goals</b>	<b>Strategies</b>	<b>Outcomes</b>
To raise awareness of the rights, needs and health of sex workers and how Respect Inc operates within an affirmative action framework to respond to those needs.	To raise awareness and unity within the sex worker community  To raise awareness within the community,	Queensland sex workers are aware of and participate in Respect Inc and recognise it as a trusted ally  Community, research and government sectors



<b>Awareness</b>		
<b>Goals</b>	<b>Strategies</b>	<b>Outcomes</b>
	<p>research and government sectors and consider future opportunities.</p> <p>To increase general community understanding of our rights in and through media and community education</p>	<p>seek input from Respect Inc at all levels of social policy development and other opportunities for collaboration/advice.</p> <p>General community and media become aware of Respect Inc and seek input on emerging issues</p>
<b>Representation</b>		
<b>Goals</b>	<b>Strategies</b>	<b>Outcomes</b>
<p>To enable a diverse range of sex workers' voices to be heard and to advocate and lobby on our behalf</p>	<p>To create a safe avenue for individual's voices to be heard while protecting privacy and confidentiality</p> <p>To actively engage with Queensland sex workers to become members and own this collective voice</p> <p>To cultivate an environment where diversity is valued regardless of gender, age, location, industry sector, cultural background or linguistic abilities</p>	<p>Queensland sex workers feel that they can approach Respect Inc without fear of exposure</p> <p>Queensland sex workers are members of Respect Inc and use the organisation's resources as a medium to be heard on issues important to sex workers</p> <p>Queensland sex workers adopt a culture that celebrates diversity</p>



<b>Leadership</b>		
<b>Goals</b>	<b>Strategies</b>	<b>Outcomes</b>
To be seen as the peak sex worker organisation in Queensland by sex workers, community and government	To operate within an affirmative action framework that inspires sex workers to participate	A culture of active peer involvement is promoted with all sex workers encouraged to become members
	To lead community development initiatives within the sex worker community	Queensland sex workers are inspired to participate through peer role-modelling and strong leadership
	To present as a credible and evidence-based leader within social policy development	Leadership is displayed through logical and evidence-based argument
	To lead systemic advocacy for relevant sex worker rights and occupational health and safety needs	Leadership is displayed through systemic advocacy
	To facilitate and guide individuals and groups in participating in grassroots advocacy on our own behalf	Sex workers are empowered and have the ability to speak up for their rights
<b>Capacity</b>		
<b>Goals</b>	<b>Strategies</b>	<b>Outcomes</b>
To support community development activities within a strong affirmative action framework to strengthen the capacity of the	To develop and value the skills and knowledge of individual members so that they can engage and participate at all levels of the organisation	Peer members are encouraged to participate through recognition that sex work experience brings a valued skill set and that other skills can



<b>Leadership</b>		
<b>Goals</b>	<b>Strategies</b>	<b>Outcomes</b>
<p>organisation and the sex work community</p>	<p>To provide support to our organisation members and other Queensland sex worker groups.</p> <p>Maintain perpetual ownership of intellectual property.</p> <p>To develop resources and maintain intellectual property.</p> <p>To facilitate a process that acknowledges the designers of resources.</p> <p>By maintaining a decentralised structure so as to support broad-ranging access and participation</p> <p>To build the financial capacity of Respect Inc to provide a range of services within a holistic response</p>	<p>be developed</p> <p>Queensland sex workers and groups are supported to develop resources</p> <p>Intellectual property held by Queensland sex worker communities is maintained</p> <p>Queensland sex workers' knowledge and experience is respected</p> <p>Members in all regions bring expertise and knowledge that helps Respect Inc maintain relevance and broad access to services</p> <p>Funding for projects is secured from a range of sources</p>



Quality		
Goals	Strategies	Outcomes
<p>To provide relevant, evidence-based, accurate, consistent, well-presented peer education and information in a non-judgmental, empathetic manner that acknowledges sex workers as the experts</p>	<p>By ensuring delivery by organisation representatives is done in a non-judgmental, empathetic and non-intrusive fashion so as to empower sex workers to recognise their own expertise</p> <p>By ensuring that resource designers liaise with sex workers at all stages of development including translation</p> <p>To enable consistency by providing opportunities for open communication between staff, regions and sex workers throughout Queensland and the organisation</p> <p>To ensure that as many resources as possible are translated into as many languages as possible (priority will be given to Chinese and Thai for the period of this strategic plan)</p> <p>To ensure resources and information are accessible to as wide a range of sex workers as possible; e.g. CALD (Culturally and Linguistically Diverse), male, transgender.</p>	<p>Resource delivery and peer education conducted by staff and volunteers who are appropriately recruited and trained</p> <p>Resources and policies that are informed by input from Queensland sex workers including diverse groups.</p> <p>Resources that are regionally consistent, informed by communication processes that allow feedback between staff, regions and sex workers</p> <p>Resources that are accessible by Queensland sex workers who speak and read non-English languages, especially Chinese and Thai</p>



<b>Quality</b>		
<b>Goals</b>	<b>Strategies</b>	<b>Outcomes</b>
	To be informed by valid statistics and information collected internally and through collaboration with other organisations, stakeholders and researchers.	Resources and policies that are informed by valid sources