INCLUSIVE RAINBOW VOICES

ANNUAL REPORT 2023-24

NOVEMBER 2024

Prepared by
KATHERINE MARSHALL

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MESSAGE FROM THE CO-CHAIR

MARGHERITA COPPOLINO

November 2024

What a journey it has been since the idea of starting IRV first emerged some 5 years ago during COVID-19 lockdowns!

An interim Board was established in 2022 with the help of Matthew Bowden, who supported the development of IRV's Aims, Objectives, Purpose and Constitution. We worked together to launch IRV in April 2023 at the Victoria Pride Centre, where we shared our vision and celebrated with LGBTIQA+ community, organisations and government representatives.

We secured funding through the DFFH Equality Unit and Amplify Pride Fund to employ our inaugural CEO, Katherine Marshall, in August 2023. Originally at 2 days a week, Katherine soon moved to 4 days . We are currently seeking ongoing funding for the CEO role and core work as a priority, to support the sustainability of IRV and continue the exciting work!

I would like to thank everyone who has generously funded, donated, partnered and provided in-kind supports, you have all enabled IRV to come this far. We have just employed our second part-time staff member to develop training and key policies for IRV, and to support Katherine in her role.

I would like to thank Pride Foundation Australia for their ongoing support of IRV, including supporting our consultation work at a national level. Thank you to DFFH and to Rainbow Giving Australia's Amplify Pride Fund, for your generous support in funding our staff and projects.

An enormous thank you to Drummond Street Services and their CEO, Karen Field, for your ongoing support as IRV's auspice and partner in this work. Your support to me, to IRV and to Katherine has been invaluable.

Since our launch, the IRV Board has said goodbye to some of our founding members: Jax Brown, Rikki Spencer, Sam Martin, Greg Axtens, Is Hay, Frances Brennan, Mellem Rose and Kochava Lilit. Thank you for your support and hard work to help get IRV off the ground. I hope you can see your footprint in IRV's work now and into the future.

We also welcomed new board members, Ash Hem, Alexandra Johnston, Kyriakos Gold, Clare Gibellini and William Ward-Boas.

MESSAGE FROM THE CO-CHAIR

Over the year, IRV incorporated, registered as a charity with the Australian Charities and Not-for-profits Commission, and opened our first bank account. We developed our first Strategic Plan, supported by consultations with our diverse and growing community of LGBTIQA+ people with disability.

IRV board and staff were invited to lead and contribute to local, state, national and international boards, advisory committees, panels and workshops. We led workshops with ILGA World and Oceania; co-chaired the Victorian LGBTIQA+ Commissioner's LGBTIQA+ Disability Inclusion Expert Advisory Group; coordinated two presentations with researchers and self advocates for the national Better Together conference; collaborated with advocacy and community organisations; provided advice and led consultations on behalf of State and Commonwealth government departments; and much more!

IRV CO-Chair Margherita Coppolino addressing the 3rd Pacific Human Rights Conference on SOGIESC

IRV CO-Chair Margherita Coppolino ahead of meetings with the UNCRPD and UN Independent Expert on sexual orientation and gender identity. Geneva, November 2023

We have been blown away by the amount of support and interest from organisations who wanted to partner or work with us and we look forward to continuing to work in collaboration, towards a fairer and more fabulous world for LGBTIQA+ people with disability.

I am incredibly pleased with our achievements over the last year, and with the work of our fabulous CEO, Katherine.

As we look ahead, I am very excited about the next chapter for IRV and can't wait to share the next phase with you!

Warm regards,
Margherita Coppolino

MESSAGE FROM THE CEO

KATHERINE MARSHALL

November 2024

Thank you to everyone who supported us this year! The support of our community, our auspice, our funders and our partners has been instrumental to our successes this year. I'm so grateful for the generosity and goodwill of the people and organisations who have thrown their support behind IRV and buoyed us through this critical period of development and growth.

It has been an eventful year for us at IRV, and for LGBTIQA+ people with disability generally. Our collective spirit has been tested thoroughly by a series of disappointing and distressing events, both locally and globally.

I can't speak about this period without acknowledging the ongoing impacts of genocide and colonisation, both locally and globally, that continue to cause mass disablement and death. The experience of watching Israel's genocide against Palestinians unfold on our phones, while our communities collectively implored our leaders to act, is one that has defined the year for so many of us.

Amongst the struggle and the challenges that 2024 threw at us, it has been moving to witness and reflect on the lengths that communities will go to support each other and show solidarity, as we work collectively towards justice. I have experienced incredible generosity and kindness as we rallied together to bear witness, to support each other and to slowly build the world we want to live in.

At IRV, we are excited to create a space where LGBTIQA+ people with disability can come together on our own terms, to lead and grow our movements towards equity and justice. While we are still young in our journey as an organisation, each person brings their own knowledge and experience within the movement, and the past year has seen some exciting progress towards our goals. I hope you enjoy reading about some of our highlights and achievements throughout this Report.

MESSAGE FROM THE CEO

Thank you to the many people and organisations who have supported IRV and myself over the year. At the top of that list is Drummond Street Services, who have provided support above and beyond a typical auspice arrangement and have enabled us to hit the ground running.

Thank you to our funders and sponsors, who have provided resources and support to bring IRV to life.

I would like to the Board for their support and trust in my leadership, it's been great getting to know each of you over the year. In particular, I thank our co-chair and founder, Margherita Coppolino, for her significant support to me and to IRV. We wouldn't be here without you!

Finally, thank you to my family and friends, whose care for me is the reason I am able to do with work at all.

I am proud of the thoughtful nature of IRV's establishment, grounded in values of disability justice, genuine care for each other and a collective vision for equity and justice for all LGBTIQA+ people with disability.
I look forward to leading IRV through the next stages of development as we work strategically towards our vision. We have so much exciting work ahead of us!

In solidarity,
Katherine Marshall

Left to right: *Margherita Coppolino, Katherine Marshall, Amie O'Shea, Cameron Bloomfield and Nathan Despott. Captured by Alisha Abate at the Better Together conference 2024 following IRV's panel discussion about health and wellbeing research for LGBTIQA+ people with intellectual disability.*

THE YEAR AT A GLANCE

Governance & Finance

- Hired inaugural CEO, Katherine Marshall
- Incorporated with Consumer Affairs Victoria
- Registered as Charity with the ACNC
- Developed Constitution and Establishment Plan including Vision, Values and Priorities
- Entered into 4 new funding agreements with government and philanthropic organisations to deliver advocacy, capacity building and peer support projects
- Increased staff resourcing from 0.4FTE to 1.6FTE

THE YEAR AT A GLANCE

Memberships

IRV represented LGBTIQA+ people with disability in local, national and global forums via membership of:

- Disability Advocacy Network Australia
- Victorian Council of Social Services
- LGBTIQA+ Health Australia
- ILGA World
- ILGA Oceania

THE YEAR AT A GLANCE

Community Engagement

- Completed national community consultation and engagement project with high levels of engagement
- Built IRV's social media channels to connect directly with community
- Worked with self advocacy groups Rainbow Rights and Advocacy and New Wave Rainbow Pride to inform our ongoing work, build relationships and develop conference presentations
- Connected with audiences through community radio and news such as JOY FM and Able Radio
- Met hundreds of community members through our stall at national LGBTIQA+ conference, Better Together, sponsored by the Western Victorian Primary Health Network
- Attended key community events and supported community organisations to be more accessible and inclusive in their work

THE YEAR AT A GLANCE

Representation and advocacy (local & national)

- Developed two conference presentations on health and wellbeing for LGBTIQA+ people with intellectual disability for Better Together conference, sponsored by the North West Melbourne Primary Health Network and the Western Victorian Primary Health Network
- Co-Chair for the Victorian LGBTIQA+ Disability Inclusion Expert Advisory Group, alongside the Victorian LGBTIQA+ Commissioner
- Expert Advisory Group Member and disability consultation advisor for Australia's first National Action Plan for the Health and Wellbeing of LGBTIQA+ People, representing LGBTIQA+ disability populations
- 3 member positions on the co-design group for the NDIS LGBTIQA+ Summit

THE YEAR AT A GLANCE

Representation and advocacy (local & national continued)

- Curated and moderated panel discussion at Midsumma festival discussing how LGBTIQA+ arts can amplify voices of the global south
- Participated in GiveOUT day to raise funds for our essential work via GiveOUT Day
- Provided expert advice on LGBTIQA+ disability issues via to federal, state and local governments, as well as government agencies and non-profits

THE YEAR AT A GLANCE

Representation and advocacy (international)

- Represented on ILGA Oceania and ILGA World boards by our Co-chair, Margherita Coppolino
- Facilitated ILGA World pre-conference disability workshop
- Moderated first ever disability panel at the Pacific Human Rights LGBTIQA+ conference
- Met with the UN Special Rapporteur on the rights of persons with disabilities and secretariat of the UN Committee on the Rights of Persons with Disabilities to discuss the intersectional experiences and needs of LGBTIQA+ people with disability
- Met with director of International Disability Alliance (Geneva) to discuss intersectionality and inclusion of LGBTIQA+ people
- Presented to Mexico City Council on LGBTIQA+ disability inclusion
- Presented on disability inclusion at the ILGA Oceania women's forum in Fiji and led the establishment of a disability working group

FINANCIAL REPORTING

Inclusive Rainbow Voices continues to operate under the generous auspice of Drummond Street Services. IRV's financial activity is recorded as part of Drummond Street's financial reporting. As such, IRV's income is reported externally as $0. A profit & loss (attachment 1), balance sheet (attachment 2) and notes for the 2023-24 financial year (attachment 3) are attached, as prepared by Drummond Street and captured in their financial records.

Thank you to Robert Riccioni for your significant support of IRV's finance and governance over the year.

ATTACHMENT 1: STATEMENT OF PROFIT & LOSS

INCLUSIVE RAINBOW VOICES (LGBTIQA PLUS PEOPLE WITH DISABILITY) INCORPORATED.

ABN 22 670 717 594

Statement of Profit or Loss for the year ended 30th June 2024

	Note	2024 $	2023 $
Revenue			
Operating activities	1.	104,056	55,522
Other income	1.	6,306	0
Total Revenue		110,362	55,522
Expenses			
Employee related costs		86,800	0
Depreciation		2,100	0
Advertising and marketing		0	7,696
Property maintenance			
Program activities costs		4,225	5,565
Consultancy fees		0	37,303
Other expenses	2.	1,683	5,816
Total Expenses		94,808	56,380
Total profit / (loss) for the year		15,554	(858)

Prepared by Robert Riccioni CPA 1177859

Robert Riccioni 20/11/2024

ATTACHMENT 2: BALANCE SHEET

INCLUSIVE RAINBOW VOICES (LGBTIQA PLUS PEOPLE WITH DISABILITY) INCORPORATED.

ABN 22 670 717 594

Statement of Financial Position as at 30th June 2024

	Note	2024 $	2023 $
Current Assets			
Cash and cash equivalents	3.	145,289	98,579
Trade and other receivables			
Total Current Assets		145,289	98,579
Non-Current Assets			
Property, plant and equipment	4.	0	0
Intangible assets			
Total Non-Current Assets		0	0
Total Assets		145,289	98,579
Current Liabilities			
Trade and other payables		0	0
Provisions - employee entitlements		7,100	0
Other liabilities - Grants received in advance		123,493	99,437
Total Current Liabilities		130,593	99,437
Non-Current Liabilities			
Total Non-Current Liabilities		0	0
Total Liabilities		130,593	99,437
Net Assets		14,696	(858)
Equity			
Retained earnings		14,696	(858)
Total Equity		14,696	(858)

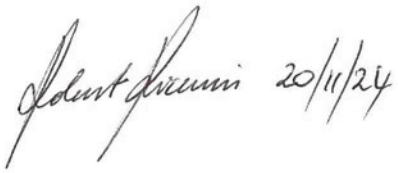
Prepared by Robert Riccioni CPA 1177859

ATTACHMENT 3: NOTES ON FINANCIAL STATEMENTS 2023-24

INCLUSIVE RAINBOW VOICES (LGBTIQA PLUS PEOPLE WITH DISABILITY) INCORPORATED.

ABN 22 670 717 594

Notes to the Financial Statements for the year ended 30th June 2024

	2024 $	2023 $
Note 1: Revenue		
Operating Activities.		
Grants and subsidies	104,056	55,523
Donations	6,306	0
Total Operating activities	110,362	55,523
Note 2: Expenses		
Other Expenses.		
Conferences and training	204	5,690
Printing and stationery	0	49
Recruitment	931	0
Telephone	294	0
Travel expenses	0	77
Other expenses	255	0
Total Other Expenses	1,683	5,816
Note 3: Cash and cash equivalents		
Cash at bank of Auspicing organisatio	145,289	
Total Cash and cash equivalents	145,289	0
Note 4: Property, plant and equipment		
Office equipment at cost	2,100	0
Less accumulated depreciation	(2,100)	0
Total Property, plant and equipment	0	0

Prepared by Robert Riccioni CPA 1177859