



PRIDE
FOUNDATION
AUSTRALIA

2020–2021 Annual Report

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About Us

Pride Foundation Australia is a national, community run philanthropic organisation committed to addressing disadvantage and inequality among lesbian, gay, bisexual, trans, queer, intersex, asexual and other (LGBTQIA+) community in Australia and supporting LGBTQIA+ arts.

PURPOSE

To advance equity and wellbeing of Australian LGBTQIA+ communities and individuals especially those most disadvantaged by discrimination and structural inequalities.

To grow philanthropic support for LGBTQIA+ causes through growing a culture and practice of philanthropy within our LGBTQIA+ communities and advocating within Australian philanthropy for their support in this chronically underfunded area.

APPROACH

We use a social change model of philanthropy and an evidence-based approach to advocate for enduring systemic change.

Pride Foundation Australia works strategically across identified priority areas to maximise impact in key areas of need. Current priority areas are LGBTQIA+ homelessness, disability, and refugees and asylum-seekers.

Since 2007 we have been supporting Australian LGBTQIA+ and allied communities through fundraising, grant giving, collaboration and commissioning projects and have achieved positive and sustainable change.

Social change philanthropy has five fundamental characteristics:

- It focuses on overcoming the causes of disadvantage and inequality.
- It strives to include the people who are impacted by those injustices as decision-makers.
- It aims to make the field of philanthropy more accessible and diverse.
- In social change philanthropy, foundations are accountable, transparent and responsive in their grantmaking.
- Donors and foundations act as allies to social justice movements by contributing not only monetary resources but their time, knowledge, skills and access to power

More information: <https://reichstein.org.au/our-work/>

Chairperson's Report

Dr Ruth McNair AM



We are very pleased to bring you our first annual report. We now have the capacity and energy to produce this important record of our achievements, showing how we used the financial and in-kind contributions of hundreds of donors and volunteers to whom we are immensely grateful.

A theme of this report is growth. We welcomed four new Board members, engaged hundreds of new donors, and further developed our major focus area of LGBTIQ refugees and people seeking asylum over the past 2 years. We also started a new partnership with the Aurora Fund with our first combined grant round in 2021, and a charitable partnership with Colin Biggers & Paisley Lawyers. Our existing partnership with the Sidney Myer Fund is thriving, with two grant rounds per year since 2014.

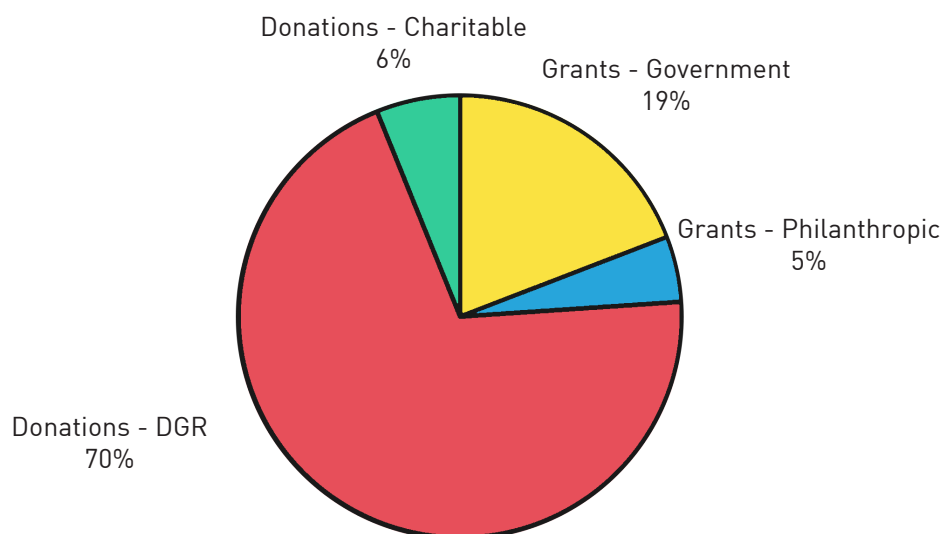
Also, our partnership with Snow Foundation has resulted in welcome donations, now directed towards supporting our administration and marketing positions. We also received a Victorian Government grant of \$40,000, which will be expended during the 2022 financial year. It will help us to develop our fundraising capacity including producing a set of digital stories demonstrating the impact of our work, by interviews with our grant recipients.

We formally ended two of our major focus areas, homelessness and disability during the year, with a large online event for each showcasing some major outcomes. We worked in these areas for about 5 years and each focus area had many projects. We could not have done this work without advisory groups of people with lived experience and sector experts, who we acknowledge later in the report. I particularly want to thank Dr Cal Andrews at the University of Melbourne for leading the homelessness work and congratulate them on receiving a prestigious Churchill Fellowship to understand international models of reducing LGBTIQ+ homelessness. We also are indebted to PFA Board member Ian Gould for leading the disability program. The disability work was recognised by receiving a GLOBE community award in 2020. We also congratulated our colleague and friend Jax Jacki Brown for their inclusion on the Queen's Birthday Honours List 2021.

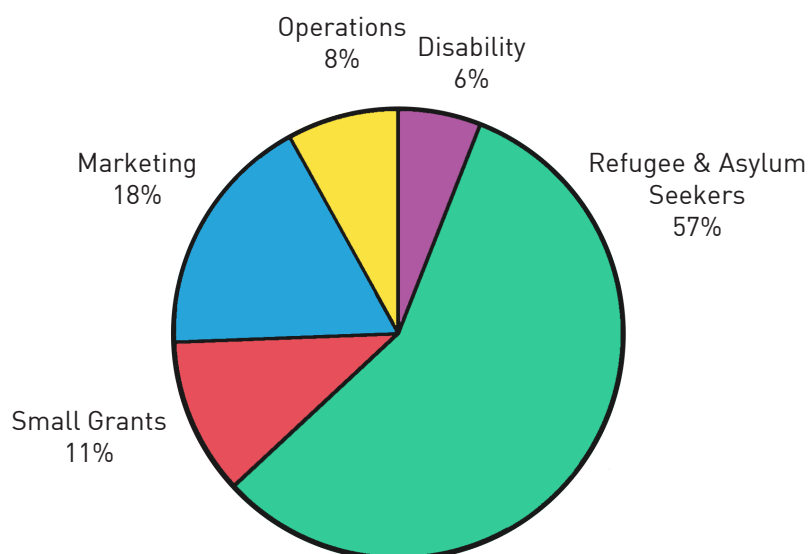
The LGBTIQ refugee and asylum seeker work, which commenced during 2019 is developing momentum, assisted again by a group of experts from around Australia on our advisory group. Our end of financial year fundraiser in June this year focused on the work of one of our grant recipients, the Many Coloured Sky peer-led LGBTIQ refugee and asylum seeker support group in Melbourne, with videos of group members discussing the importance of the group in their lives.

Donations and Co-Funding Grants and Output 2020–21

SOURCE OF FUNDS 2020–21



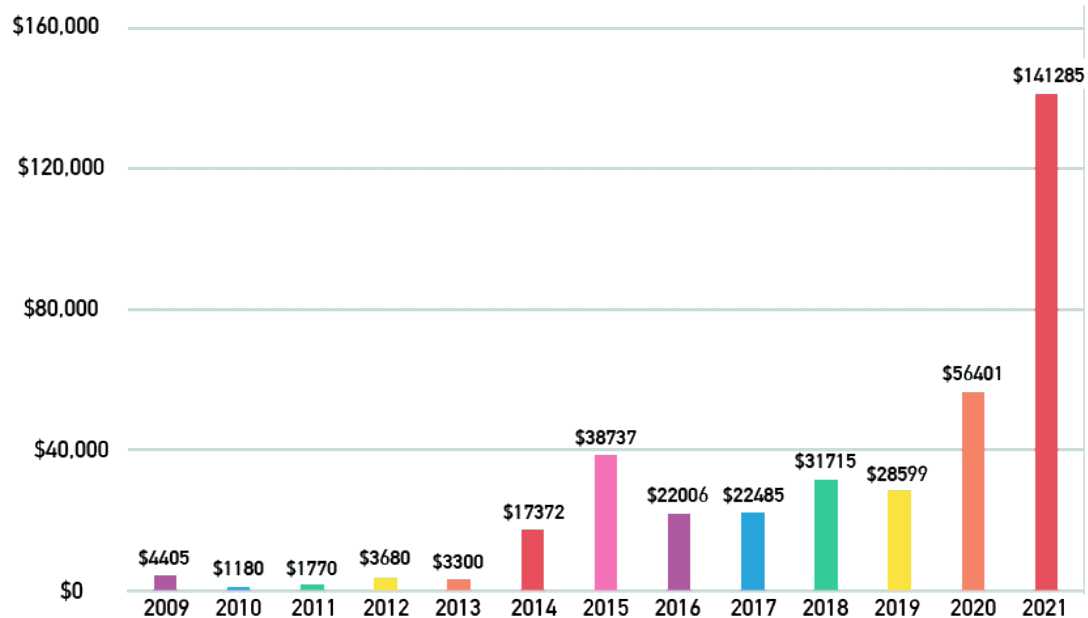
SPENDING AREAS 2020–21



Our Donors

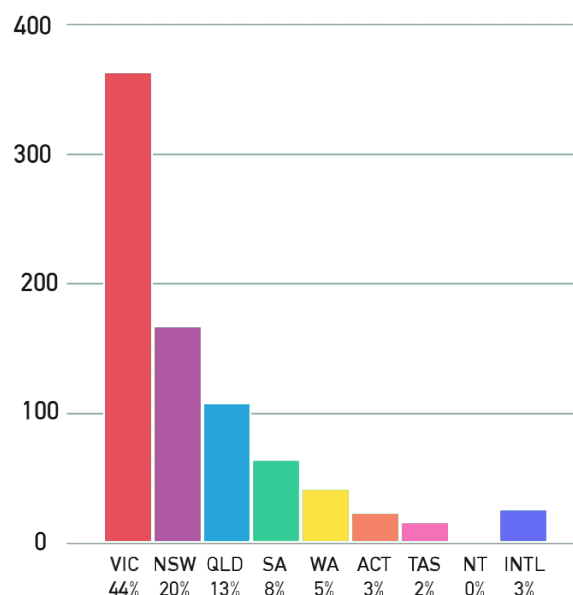
The number of donors and value of donations has grown enormously over the last two years, since our social media and digital fundraising has improved.

AMOUNT DONATED PER FINANCIAL YEAR



In the 2020 2021 financial year 364 individual people donated to PFA with 19 being major donors (at least \$1000). Our donors come from all over Australia and this is also diversifying. We are developing a donor recognition program in 2022 so that we can acknowledge their generosity into the future.

LOCATION OF PFA DONORS



Major Donors

MAJOR DONORS OVER \$1,000

Our major donors comprise both very generous individuals and businesses that have chosen to donate to us through sponsorship or workplace giving schemes. Many of these relationships have developed over several years and result in annual giving.

We want to acknowledge the enormous gratitude we have for these donations.

Individuals

Dennis Altman	Chris Furneaux	David Recht
Minas Aroney	Ian Gould	Rusty Russell
Michael Bramwell	Leonie Hyslop	Carla Schwef
Rhonda Brown	Elizabeth Leabeater	Alexandra Thomas
David Foster	Ruth McNair	Peter Waters

Businesses

French Connection

Colin, Biggers and Paisley

Accent Group – Doc Martens

TOX Aesthetics

GutterFire Band - Shaun Belcher

PEGA Employees - Lindsey Clark

Mapple and Wattle - Luana De Faveri

The Real Thiel - Lauren Thiel

Our Impact

AREA: LGBTIQ REFUGEES AND ASYLUM SEEKERS

Grantee - Forcibly Displaced People Network

\$20,000 grant to develop an online training resource on LGBTIQ refugees and asylum seekers for settlement services and LGBTIQ organisations.



Grantee - Migrant Resource Centre Tasmania, Working It Out and AGMC

\$20,000 = \$10,000 from Pride Foundation Australia and \$10,000 from Sidney Myer Trust -joint grant round.



The 'Safer Together' project will develop a codesigned guide to Australian law relating to LGBTIQ anti-discrimination and health rights, which will be translated into 15 languages and recorded as audio files. This is designed to break down barriers of English fluency and literacy and enable LGBTIQ+ people from these language groups to get lifesaving information about their human and legal rights and how to access specific services. Safer Together will strengthen partnerships between organisations from settlement and LGBTIQ+ services.

Grantee - Three For All Foundation Vic

\$5,000 To support the work of the Peer led LGBTIQ refugee and asylum seeker support group in Melbourne.



Grantee - Asylum Seeker Centre NSW

\$5,000 To support the work of the Peer led LGBTIQ refugee and asylum seeker support group in Sydney.



AREA: LGBTIQ DISABILITY

Grantee - Different Journeys Victoria

\$10,000 = \$5,000 from Pride Foundation Australia and \$5,000 from Aurora Fund – joint grant round.

‘Building Bridges between Autism and LGBTQI Communities’

Using the grant, they are employing LGBTQI+/Autism community members to attend their events as leaders, mentors and ambassadors. The mentors will mingle with all participants and families and make the events an even safer and more inclusive space for the LGBTQI+ community. Mentors are educating participants about LBGTQI issues and provide LBGTQI information, support and referral. They will also aim to raise awareness about issues impacting on the LBGTQI ASD community.

GLOBE Award

We were thrilled to be selected for the GLOBE 2020 award for preventing social isolation in LGBTIQ communities. This was for our LGBTIQ disability program of work since 2015, led by PFA Director Ian Gould. Ian has worked tirelessly with the LGBTIQ people living with disability (PWD) on our advisory group to create a number of diverse projects supporting LGBTIQ PWD including social research building evidence for change, self-advocacy, and inclusive practice in the disability sector.

This is on the back of our previous Highly Commended award for excellence in creating inclusive communities at the 2019 Victorian Disability awards.

Right: Ian Gould and Margherita Coppolino at the Victorian Disability Awards event.



Publication

The Deakin University social research in the lived experiences of LGBTIQ PWD included peer researchers (LGBTIQ PWD) in the research design, execution and data interpretation. Many of the team co-authored a peer-reviewed publication of “Experiences of LGBTIQ+ People with Disability in Healthcare and Community Services: Towards Embracing Multiple Identities” in the International Journal of Environmental Research and Public Health. The work of which was funded and supported in-kind by Pride Foundation Australia.

Amie O'Shea, J.R. Latham, Ruth McNair, Nathan Despott, Mellem Rose, Ruby Mountford and Patsie Frawley. Embracing multiple identities: LGBTIQ+ people with disability in healthcare and LGBTIQ+ services. Special Issue: Health Inequalities and Social Support among LGBT+ Populations in the International Journal of Environmental Research and Public Health 2020, 17, 8080; doi:10.3390/ijerph17218080. <https://www.mdpi.com/1660-4601/17/21/8080>

LGBTIQ Disability Webinar, March 2021

PFA partnered with Deakin University to hold a webinar to launch Deakin's research 'More than ticking a box', of the lived experiences of LGBTIQ PWD and recommendations for change, raise awareness of issues facing LGBTIQ people with disability, and present and celebrate selected past community run projects. The program was developed by a sub-committee of the PFA Advisory Committee and Deakin University, chaired by Ian Gould, and funded by PFA and partner organisations.

The event was launched by Harriet Shing (MP), Parliamentary Secretary for Equality, and largely presented by members of the Advisory Committee and people who self-identify as living with disability, consistent with PFA Social Change model of philanthropy and our



1. Introduction
In recent years, political and healthcare systems have become more engaged with working to provide appropriate care for LGBTIQ+ people, along with other marginalised categories of people, to reconsider inclusive practice [1–3]. The acronym LGBTIQ+ stands for lesbian, gay, bisexual, transgender or trans*, intersex, queer/questioning, asexual, LGBT+ positive and other terms (such

INVITATION

DATE
Thursday, 4 March 2021

TIME
4pm–5pm AEST

VENUE
Free Zoom webinar

RSVP
Thursday, 25 February 2021

[Accept here](#)

If you are unable to attend please send your apologies to: RSVP@deakin.edu.au

For enquiries please contact:
Events
03 9246 8936

ADD TO CALENDAR

We are delighted to invite you to attend

What LGBTIQ+ people with disability are saying in 2021

Join the Pride Foundation Australia and Deakin University for highlights of Pride Foundation's granting program, including launch of the *More Than Ticking a Box* 2021 report. The world-first qualitative study on the lived experiences of LGBTIQ+ people with disabilities, led by Deakin's Dr Amie O'Shea, Lecturer in Disability and Inclusion.

We will showcase projects and research which will provide information and practical support for you, your organisation and LGBTIQ+ people with disabilities in Australia.

Please join us for this important event.

Deakin University CRICOS Provider Code 001138
Unsubscribe | [Privacy Policy](#)

DEAKIN UNIVERSITY **PRIDE FOUNDATION AUSTRALIA**

motto “Nothing For Us Without Us”. We also invited high profile ‘responders’ including three Commissioners, and the Deakin Vice Chancellor spoke.

There were over 400 registrations for the event indicating the level of interest in this work around Australia and internationally. This event, together with other PFA funded projects, has led to significant change in attitude, policy and practice amongst disability service providers and government.

AREA: HOMELESSNESS

While our formal programs have finished, we continue to advocate for change and LGBTIQ inclusion in the homelessness and housing sectors. During the year, Ruth McNair AM and Dr Cal Andrews wrote a submission to the Federal Parliamentary Inquiry into Homelessness based on the evidence drawn from their ongoing research into links between the LGBTQIA+ community and homelessness.

LGBTIQ+ Inclusive Practice Guide launch

The online launch of the LGBTIQ+ inclusive practice guide for housing and homelessness services on 30 October 2020 was very successful. PFA co-hosted the launch with LGBTIQ+ Health Australia, attended by 90 people from all over Australia. After a heartfelt welcome to country by Yvonne Weldon, the Honourable Warren Entsch MP launched the guide, and co-author Cal Andrews gave a summary of the content. Jenny Smith, chairperson of Homelessness Australia endorsed its importance in training the sector.

Susan Farrar from Twenty10 (NSW) and Dani Wright from Perth emphasised the need for LGBTI inclusion in services, and consumer Syrena reminded us how important it is to feel safe to be yourself when accessing support. Link to the guide: <http://www.lgbtihomeless.org.au/lgbtiq-inclusive-practice-guide/>



Churchill Fellowship to Dr Cal Andrews

We are thrilled that Dr Andrews has been awarded a Churchill Fellowship to further their work in LGBTIQ+ homelessness.

Cal's project will involve visiting a range of specialised LGBTIQ+ homelessness services and programs in the United States, Canada, and the United Kingdom. Cal will report on strengths, challenges, and impacts of different models, with recommendations for service provision and policy in Australia. Their work including the national LGBTIQ+ guide for homelessness and housing services is already being translated into several training programs around Australia and the Fellowship will expand on this. They will undertake their travel in 2022.



Image: Ruth McNair (left) and Cal Andrews (right) at the award ceremony at Government House Melbourne April 2021.

AREA: SMALL GRANTS

We gave 17 small grants of \$300-750 in the 2020-21 financial year totalling \$9504.

**THE 1ST CAROLINE SPRINGS SCOUT
GROUP WITH MINUS 18, VIC**

DAPTO HIGH SCHOOL, NSW

HEADSPACE BATHURST NSW

CULTURAL DIVERSITY NETWORK INC

NEW NORFOLK HIGH SCHOOL, TAS

JAMES SEOW LEADERSHIP TRAINING

**NAMBUCCA VALLEY YOUTH SERVICES
CENTRE**

NAUGHTY NOODLE FUN HAUS, NSW

UNFIT FOR PUBLICATION (UFP)

A MODERN GAY'S GUIDE

**STRIDE LGBTQIA+ YOUTH PROGRAM
OUT SOCIAL, WAGGA WAGGA NSW**

WELCOME CHANGE MEDIA, QLD

KUNUNURRA PRIDE WEEKEND, WA

THE SHED BINDER PROGRAMME, VIC

**OUR BLOOD RUNS IN THE STREET BY
CHOPT LOGIC**

**NSW CASEY COMMUNITY RAINBOW
PICNIC**

**VIC CAPTIVATE THE FUTURE PROGRAM
AND COMPETITION, NSW**

Our Patron



PROFESSOR DENNIS ALTMAN

Dennis is a writer and academic, whose most recent books include *Unrequited Love: Diary of an Accidental Activist*, reflecting on forty years of gay liberation. He is a Vice Chancellor's Fellow at LaTrobe University and patron of the Queer Archives as well as Pride Foundation Australia.

Dennis has strongly supported our recent focus on LGBTIQ refugees and people seeking asylum.

Our Board at June 30 2021



RUTH MCNAIR AM

VIC, Chairperson, Appointed 1/7/2006

Chair LGBTIQ refugee and asylum seeker advisory committee. Chair PFA Myer large grant selection panel. Member PFA fundraising committee.



SARINA JACKSON

NSW, Secretary/Public Officer, Appointed 1/11/2005

Member PFA Myer large grant selection panel.



FIONA WILKIE

NSW, Treasurer, Appointed 12/9/2016



COLIN KRYCER

VIC, Appointed 20/10/2007

Member PFA small grants selection panel.

**DAMIAN DOUGLAS-MYER****WA, Appointed 1/2/2011**

Website and IT coordinator.

**IAN GOULD****VIC, Appointed 3/6/2013**

Chair PFA disability advisory committee.

**CATHERINE FITZGERALD****SA, Appointed 20/6/2016**

Chair PFA small grant selection panel.

**ISAAC HOHAIA****QLD, Appointed 3/5/2021**

Member PFA Myer large grant selection panel.

**OLIVIA HOGARTH****TAS, Appointed 3/5/2021**

Member PFA fundraising committee.

**PETER WATERS****NSW, Appointed 3/5/2021**

Member PFA fundraising committee. Member PFA small grants selection panel.

**ALISON KING****NSW, Appointed 3/5/2021**

Member PFA fundraising committee.

**RETIRED****Susan Ditter, TAS, Retired
7/9/2020**

Our Staff



RUBY MOUNTFORD
VIC, Administration



PENELOPE WILSON
VIC, Marketing Coordinator

Our Committees

FUNDRAISING COMMITTEE (CONVENED APRIL 2021)

Members – Ruth McNair, Peter Waters, Liv Hogarth, Alison King, Penelope Wilson, Michelle Iscaro

MYER PFA SELECTION PANEL

Members – Chair Ruth McNair (PFA), Sarina Jackson (PFA), Isaac Hohaia (PFA), Kirsty Allen (Sidney Myer Fund), Jax Jacki Brown (disability nominee – Feb 2017 – December 2019), Tina Dixon (Forcibly Displaced People Network - Feb 2020 – December 2020), Manu Kailom (Many Coloured Sky -from Feb 2021).

Rhonda Brown – administration of the PFA Myer grant rounds.

SMALL GRANT SELECTION PANEL

Members – Chair Catherine Fitzgerald (PFA), Colin Krycer (PFA), Peter Waters (PFA), Cath Williams

REFUGEE AND ASYLUM SEEKER ADVISORY GROUP (MAY 2019 TO PRESENT)

Ruth McNair (Chair, PFA), Dennis Altman (Patron PFA), Sarina Jackson (PFA), Peter Waters (PFA), Liz Rickman (ALMA), Amber Loomis (LGBTI Health Australia), Tina Dixon (FDPN), Ian Seal and Manu Kailom (Three Coloured Sky), Alastair Lawrie, Sophie de Rohan (Refugee Immigration Legal Centre Vic), Alison Ryan (Refugee and Casework Centre NSW), Margherita Coppolino (National Ethnic Disability Alliances), Azlan Petra (Democracy in Colour), Olivia Coljar (Ishar Multicultural Womens health service WA), Emily Drew (Multicultural Australia Qld), Meryl Jones (Mater Refugee Health Service Qld), Satrio Nindyo Istiko (Qld), Julian Punch (Rainbow Communities Tas), Health Grace Jones (STARTTS NSW), Toni Maldari (Refugee Health service SA), Frances Rush (ASC NSW), Greg Storer (ASRC Vic).

DISABILITY ADVISORY GROUP

(APRIL 2016–SEPTEMBER 2020)

Members – Chair Ian Gould (PFA), Ruth McNair (PFA), Ruby Mountford, Nathan Despott, Jake Lewis, Margherita Coppolino, Jax Jackie Brown, Christine Mulholland (DHHS), Kirrily Hayward (activist), George Taleporos, Jarrod Marrinon, Liam Leonard (La Trobe Uni); Terry Broadway, Michael Langtree & Vicki Morrison (all, Broadtree Foundation); Fiona Smith, Felix Neighbour and Bevin Berkin (DHHS), Keran Howe



Right: Disability advisory group zoom meeting June 2020

HOMELESSNESS REFERENCE GROUP

(GUIDE DEVELOPMENT JAN 2018 – LAUNCH OCT 2020)

Michael Byrne (NT Shelter), Sue Carlile (Family Access Network), Pattie Chugg (Shelter TAS), Daniel Comensoli (LGBTIQ+ Health Australia), Teddy Cook (ACON), Belinda Cox (Brisbane Domestic Violence Service – Micah Projects), Susan Ditter, Philippa Dixon (Tasmania Council of Social Service, TasCOSS), Susan Farrar (Twenty10), Trish Hackney-Westmore (Council to Homeless Persons), Andrew Hall (Perth Inner City Youth Service, PICYS), Wendy Hayhurst (Community Housing Industry Association), Thanuja Hiripitiyage (ac.care), Homelessness NSW, Katie Ho (Justice Connect), Rebecca Howe, Victorya Jenkinson (YWCA Canberra), Pam Kennedy (Rainbow Health Victoria), Jordi Kerr (Family Access Network), Dan Laws (Victorian Aboriginal Child Care Agency, VACCA), LGBTQIA+ Community of Practice, Crystal Love, Peter Low (Intersex Human Rights Australia, IHRA), Michelle Mackenzie (Shelter WA), Esther Joy Montgomery (BULLABUNNA Rainbow Alliance Australia), Matthew Morris (Uniting Communities), Chris Pickard (Open Doors Youth Service Inc.), Bobuq Sayed, Kai Schweizer (Youth Affairs Council of Western Australia), Cody Smith (A Gender Agenda), Jenny Smith (Council to Homeless Persons), Starlady (Zoe Belle Gender Collective), Budi Sudarto (Australian GLBTIQ Multicultural Council, AGMC Inc.), Michelle Thompson (Family Access Network), Zed Tintor (LGBTIQ+ Health Australia), Claudia Validum (Thorne Harbour Health), Peter Waples-Crowe (Thorne Harbour Health), Alice Worrall (Junction), Dani Wright Toussaint (Perth Inner City Youth Service, PICYS).

Additional thanks to Simone Frances Geary for design and layout of the Guide.

Financial Reports to 30 June 2021

ACTUAL

INCOME

Donations - In-kind	1,376.00
Donations - Stripe Platform	3,054.31
Donations PFA DGR - Direct Deposit	57,210.70
Donations PFA DGR - GiveNow	68,948.89
Donations PFA - Charitable Fund	8,349.47
Government Grants	40,000.00
Grants - Snow Foundation	10,000.00
Rainbow Refugee Sub-fund	20,000.00
Total Income	208,939.37

LESS EXPENSE

Accounting Software License Fee	324.00
Audit Fees	2,200.00
Bank Charges	0.29
Domain Name Registrations	252.00
Fees and Charges	8.94
Fees and Charges - GiveNow	2,310.79
Festival Stalls	-
Grant Distributions - PFA Charitable Fun NGDR	-
Grant Distributions - PFA Charitable Fun GDR	32,975.00
Insurance	1,043.87
Marketing & Admin	9,551.75
Marketing Material	550.00
Online Content	-
Postage & Courier	-
Printing & Stationery	-

Financial Reports to 30 June 2021

LESS EXPENSE CONT.

Small Grants - Charitable	7,104.00
Small Grants - Public Fund	2,400.50
Subscriptions	224.10
Superannuation Expense	1,254.27
Video Conferencing	328.90
Video Content	3,385.00
Wages & Salaries	0.01
Web Hosting	70.00
Total Expense	63,983.42
OPERATING PROFIT	144,955.95



THANK YOU!

Thank you for another amazing year.

www.pridefoundation.org.au

info@pridefoundation.org.au

[f @pridefoundationaus](https://www.facebook.com/pridefoundationaus)

[@pridefoundationaustralia](https://www.instagram.com/pridefoundationaustralia)

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[in /pride-foundation-australia](https://www.linkedin.com/company/pride-foundation-australia)