



LGBTI
Legal Service

2023

Annual Report



always was. always will be.

The LGBTI Legal Service pays our deepest respects to Aboriginal and Torres Strait Islander peoples as the rightful owners of the lands on which we work and live. The Service is based in Kurilpa (also known as West End), on the unceded lands of the Jagera and Turrbal peoples.

We recognise Aboriginal and Torres Strait Islander peoples as diverse individuals and communities, with a historic and continuing connection to culture, land and waters. We pay respect to Elders past and present

We acknowledge the strength and resilience of all Aboriginal and Torres Strait Islander peoples who identify with LGBTIQASB+ communities, particularly Brotherboys and Sistergirls.

We recognise that First Nations peoples have always had rich and diverse understandings and practices of sexuality and gender, and that homophobia and transphobia were introduced under colonial occupation.

We are committed to fostering a culture of learning from and with Aboriginal and Torres Strait Islander people.

We reaffirm our support for the aspirations and liberation of Aboriginal and Torres Strait Islander peoples, and redouble our commitment to stand in solidarity and share power to support their self-determination and access to transformative justice.



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ONE DOOR CLOSES...

Saying farewell to our Hockings Street home

2023 in numbers

Helped people **422** times to resolve their legal problems

Represented **17** clients with complex cases and strategic litigation

Leveraged **2400+** hours of pro bono help

Trained **50+** lawyers in LGBTIQA+ affirming practice

Influenced politicians and decision-makers through **20** briefings, submissions and media

Provided **42** community legal education sessions reaching **1200+** people

Connected **5000+** with people at community events

This report was published on 14 December 2023, and covers the Service's activities for the past 12-18 months. The service data and deliverables reported are based on the 2022/23 Financial Year (1 July 2022 – 30 June 2023).



We have come a long way, but it is not time to rest.

From our **Patron**

The LGBTI Legal Service is a vital service that supports our community and advocates for permanent changes to laws, policies and systems that discriminate and cause harm.

This year my work has included advocacy around birth certificate reform resulting in changes to the law to make our documents reflect the diverse realities of our gender identities.

The profound impact of having paperwork that reflects identity cannot be underestimated. We are continuing political pressure to make these laws a reality as we await their eventual commencement.

I have also been heavily involved in the LGBTIQ+ roundtable of the Queensland government which oversees the development of an LGBTIQ strategy and pushes for change with various departments.

We have come a long way, but it is not time to rest.

Our community is still facing structural and individual discrimination I acknowledge in particular the struggles of trans and non-binary folks as we see an increase in stigma, violence and abuse.

The Service stands with you in the struggle for a safer world and a more loving existence so that we can live each day authentically with pride.

A handwritten signature in purple ink that reads "Matilda". The script is fluid and cursive, with the first letter 'M' being particularly large and stylized.

MATILDA ALEXANDER

From our **President & Director**

Changing faces: We have said farewell to some long standing staff and Management Committee members, and welcomed new ones. We've forged new pro bono partnerships and inspired new volunteers from all over the legal profession, and been guided by the wise counsel of experienced volunteers (some of whom have been with us for almost 10 years). We have seen funding streams end and new funding opportunities open, whilst undergirded by our core funding from the Queensland Government.

Changing systems: This year has also been a very busy time as we have modernised our backend infrastructure. We thank and congratulate our staff on working so hard to move to a paperless system and for ensuring we maintained a high standard of output and services.

Supporting clients, every day: We've led some ground-breaking legal battles through strategic test cases, but our core work happens every day of the week. When clients come to us with everyday questions about the law and their rights – issues that affect their family, relationships, their housing, their job, their sense of safety, and their health and wellbeing, every day. Sometimes these legal problems are made more complex by their identities and relationships, but so often, clients come to us because they feel safer knowing they can be themselves; that they don't have to fear being judged; and they don't have to hide. Every day these clients are met by our empathetic and skilled staff and volunteers, who bring grace and dignity to each interaction with our clients, meeting them where they are at. Thank you to everyone who shows up each day for our clients and our community.

With a little help from our friends: We extend our sincere thanks to our incredible allies in the pro bono and community legal sectors whose support has enabled us to maintain consistent levels of service to clients, and whose mentorship has been invaluable. Particular thanks to Cybele and Klaire of Caxton Legal Centre and Carly and Penny from Community Legal Centres Queensland, to Kate Fuller and Steph Ewart for your superb supervision, and to all of our pro bono partners and particularly Clayton Utz and Lander & Rogers for your flexibility and consistency as we scaled up our clinic program. The unsung heroes of the Service are the broader community of colleagues, loved ones and allies that wraps around each of us, and help us to show up in our work and step up to the challenges and opportunities ahead.

Looking ahead: Next year sees us move premises, launch the first specialist DFV service for LGBTIQ+ people in Queensland, and as well as the Non-Binary Know Your Rights online hub. Next year will undoubtedly bring challenges and more change, but the incredible support of our community and our allies has given us the confidence we can not only ride the waves, but come together to form a rising tide, building everyday towards a more just, equitable and compassionate society for all.

**2023 has seen
the Service
navigate
multiple waves
of change, but
we've been
heartened by
the steady
support of our
allies**



KATHRYN CRAMP
PRESIDENT



JO SAMPFORD
DIRECTOR &
PRINCIPAL SOLICITOR

A NOTE ON LANGUAGE

The LGBTI Legal Service was founded in 2010, at a time when that terminology was commonly used to identify the community of diverse sexuality, sex and gender.

Language is a vital expression of self-determination and of community. Language helps us to describe our experiences and connect with others with whom we might find shared experience and kinship.

As awareness has increased, so has language and terminology, and the letters representing the diverse membership of this community, which welcomes people of diverse genders, sexualities, and sex characteristics, has grown.

Unfortunately, organisational names are more resistant to reform, requiring changes to regulatory and accreditation bodies, forms, websites and stationery.

It is important to note that some people do not identify with existing language, labels or with the LGBTI(+++) community/ies. There are particular points of disconnection (and connection) between the experiences of diverse Aboriginal and Torres Strait Islander, other colonised and culturally and racially marginalised peoples with LGBTI communities and movements.

It is important that our clients can see themselves reflected in our Service, that our practice is intersectional, and that we continue to work to build a Service that is culturally responsive and safe(r) to our clients' needs, goals and aspirations.

In March 2023, we released our updated version of our Inclusive Language Guide to reflect contemporary terminology and meanings used in the community.

Check it out on our website (under Resources).



As part of a recent update to our intake forms, we expanded the options for people to choose how they wish to identify, including an option to choose their own words. You can find the preliminary results at page 12.

It is heartening to see an increase in trans, non-binary, pansexual and queer identities emerging through these forms. On the other hand, an increasing proportion of people may not see themselves reflected in our name:

- 38% of people identify with a diverse sexual orientation (such as pansexual, asexual, aromantic, demisexual, queer and questioning)
- 23% of people identify with a gender (including non-binary, genderqueer, genderfluid, Sistergirl, trisexual and autigender),

that isn't currently reflected in our Service's name.

It is heartening that members of the rainbow community are feeling safe enough to reach out for help with legal problems they may be struggling with. **The Service is for them.**

This report is for them.

Throughout this report we use the following terms:

- 'The Service' to speak about the work of the LGBTI Legal Service.
- LGBTIQA+ to describe the clients who have accessed our service and wider community.

Whilst we have seen an increase in clients who self-identify as Aboriginal and/or Torres Strait Islander, as there was only one respondent who identified as Sistergirl, we have not included 'Sistergirls and Brotherboys' in this terminology for this Report.

We look forward to developing better language and ways of working with Aboriginal and Torres Strait Islander members of our community and updating our cultural safety plan in 2024.

Our Vision

We believe that everyone has a right to be their authentic selves in all aspects of their life.

Our Mission

We stand with the LGBTIQ+ community to:



Speak out: Be a reflective and authoritative voice for the LGBTIQ+ community, working with and empowering the community to effectively advocate for change, through strategic partnerships, strong stakeholder engagement and lasting relationships.



Remove barriers: Actively contribute to the removal of barriers faced by the LGBTIQ+ community through strategic representation, targeted awareness raising, community legal education, and participation in law reform activities.



Access justice: Ensure the Queensland LGBTIQ+ community is provided with accessible, safe, responsive and holistic advice, representation and advocacy.

Our Values

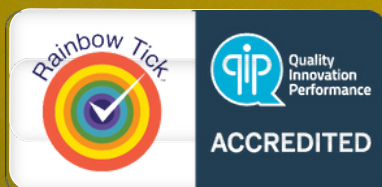
We are proud, courageous, safe, inclusive, community-based and authentic.

ABOUT THE SERVICE

The LGBTI Legal Service is a statewide specialist community legal service established by and for the LGBTIQ+ community in Queensland.

Recognising the significant gaps in culturally safe and inclusive services for LGBTIQ+ people and barriers to access legal and other support services, the Service operates a 'no wrong door approach', brokering solutions and referral pathways for LGBTIQ+ people in Queensland (and around Australia) no matter what problems they present with.

The Service provides information, referrals, advice and representation across a wide range of legal problems, with the majority of problems falling under the areas of discrimination, employment, family law and domestic violence and criminal law.



Walking the Talk

The Service gets the 'Rainbow Tick' of approval

In March this year, we received Rainbow Tick accreditation.

The Rainbow Tick is an independent, evidence-based national quality framework that recognises an organisation's commitment to safe and inclusive practices and service delivery for the LGBTIQ+ community.

By achieving this accreditation, the Service demonstrated that we meet all six standards of organisational capability, workforce development, consumer participation, a welcoming and accessible organization, disclosure and documentation, and culturally safe services for the LGBTIQ+ community.

The LGBTI Legal Service is the only legal service in Australia, and one of only four services in Queensland, to have achieved the Rainbow Tick.

Our thanks go to Rainbow Health Australia, Quality Innovation Performance, the Australian Council on Healthcare Standards, and all our stakeholders for their help throughout this process.





Why clients seek out our help

For a safe and inclusive service that understands lived experience and marginalisation.

I feel this a matter of discrimination against my trans child and you will understand the situation and the emotional impact.

To speak with someone who is understanding and empathetic to others within the community.

As a non-binary, Aboriginal, neurodiverse and disabled I was advised that the service was best suited to my urgent needs and would be more patient and caring due to my restrictions.

I feel safe with queer friendly services, I have no family to help with advice.



What they say when they are helped

[My volunteer lawyer] was amazing and I'm so amazed and grateful you guys could connect me with free representation to help me moving forward.

I don't usually get legal advice over the phone, so I wasn't sure whether it was going to be a comfortable experience, but it was pretty good.

I liked the volunteer lawyer I got - he was frank about what he was able to do and not able to do, he was very friendly. I was able to get a resolution quickly.

Support from this service was understanding, reassuring, clear and prompt.

COMMON

Seek out culturally safe services

Need an accessible service

Need services that can meet their intersectional needs

Seek services that are understanding and empathetic

Lack other supports

Have had negative experiences with other services

Want timely practical help

Expect respect

Worry about being judged

THEMES

I have found traditional legal services lacking in knowledge about intersectional and queer human rights issues.

I have a complaint about discrimination based on my gender identity as a non-binary person and sexuality as a queer person, and I feel I need advice from someone with LGBTQI+ experience.

I would prefer a legal service which understands the issues I face regarding my gender and sexuality - without judgement.

I am a lesbian and sex worker and I feel that this service will respect me.

As a transwoman, where else would I go that has a better understanding of my needs?

I accessed the Service for a work-related issue where I was being forced to reveal my sexuality and relationship in the workplace to my harasser/boss. I was very grateful for the advice, and for the simple fact that I knew I could reach out to experts who would understand the enormity of what was being demanded of me.

The biggest issue I had when accessing legal services elsewhere, I was getting advice but you gave me a draft which was the most useful thing, and I had the confidence to get something tangible, preprepared, you gave me something I could actually work with and use.

I would love it more if there was a service like this available in regional areas (like where I live).

Why do we need a specialist service for LGBTIQ+ Queenslanders?

Matilda explained her early conversations with Julie Howes who pitched the concept of a dedicated service.

“we had a hunch...

We had a strong hunch there was a need specifically for the LGBTI Legal Service. This was not a criticism of other legal services, but our hunch said there were specific characteristics within our community that would be best served by our own legal service.

We knew our friends and community got legal information through word of mouth and trusted friend. Often this information came too late or reflected outdated laws. We knew the laws that needed to be changed for equality and which ones had already changed, but we also knew that this knowledge was not widespread, even in the legal community.

We knew the self-doubt you feel before coming out to a service provider and the barriers this causes. We knew some of our friends and family had legal needs which were completely outside the experience of most people.

We had a hunch things could be better.

no-one was asking the right questions”

[in our first funding application] we tried to explain our original hunch.

We said that there was a level of disadvantage attached to sexuality gender identity and intersex status that was unquantified.

There was simply no data to support our assertions - not because we were making it up, but because no one was asking the right questions.

There were no recommendations or interventions from government bodies or commissions because they did not look at our community when considering legal need, homelessness, poverty, health or crime.

The journey
towards secure
and sustainable
funding

2010

The LGBTI Legal Service first opened its doors in July and was officially launched by Michael Kirby in December.

For its first seven years, the Service is entirely volunteer run, operating a weekly evening advice clinic from the Queensland Aids Council

2017

After seven years of running on donations the Service receives its first government funding, enabling it to employ staff and rent its own premises

2020

The Service receives renewed core funding for five years to June 2025.

beyond 2025...?

The Commonwealth Government is currently reviewing legal assistance funding

**see page 11
for more info**

Surveying community legal needs

In September 2023 we designed and rolled out a legal needs survey to gauge the legal needs and experiences of LGBTIQ+ people.



61% experienced at least one legal problem in the past 12 months

22% had a problem related to work
of whom
75% did not seek help

62% experienced bullying, harassment or violence
of whom
95% did not seek help

60% would prefer to access a LGBTIQ+ service, or an inclusive mainstream service

56% would be less likely to seek help if there wasn't an LGBTIQ+ or inclusive service available



Note: due to time constraints and challenges promoting the survey during the Voice campaign, the survey had a small sample size and key demographics were not represented. The results provide valuable initial data for further testing. We will re-launch and promote the survey in 2024 and provide updated results and analysis in due course.

Estimating unmet legal need

Based on preliminary data from our survey and casework, we started building a picture of the numbers of LGBTIQ+ Queenslanders who aren't accessing any help with their legal problems

4% of Australians identify as lesbian, gay or bisexual* or ~156,000 Queenslanders

(but trans and gender diverse people are not counted)

Legal needs surveys suggest approximately 60% will experience a legal problem each year.

At least 40% of LGB people report an annual income below the poverty line.

(though many above this level still cannot afford private legal fees)

Here is who our current funding enables us to help each year

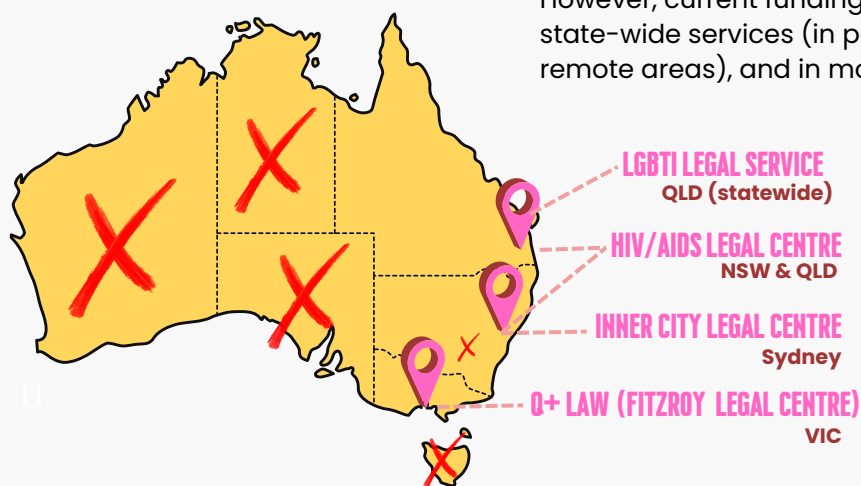
0.3% of LGB(TIQA+) Queenslanders who experience a legal problem

Sources: Australian Bureau of Statistics, Law Foundation, LGBTI Legal Service

Advocating for better resourcing for our queer peers across the country

The Service is one of a handful of community legal centres offering targeted support for LGBTIQ+ people.

However, current funding levels are not enough to provide effective state-wide services (in particular, to clients in rural regional and remote areas), and in most areas, there are no services at all.



in 5 out of 8 States and Territories LGBTIQ+ people have no access to a dedicated, culturally safe legal service.



In October 2023, the Service spearheaded a major submission, jointly with ICLC and HALC to advocate for better resourcing of legal services for LGBTIQ+ Australians no matter where they live.

Our submission to the Independent Review of the National Legal Assistance Partnership Agreement called for a strategic and systemic shift in legal assistance funding for LGBTIQ+ people during the next NLAP agreement (2025–2030).

LGBTIQ+ people are recognised in a growing body of research as a priority group, but is one of the only demographic groups not recognised as a priority group under the NLAP.

We also contributed to the submission by our national peak body, Community Legal Centres Australia, which echoed our call for change.

The Independent Reviewer will deliver his final report to the Commonwealth Attorney-General in February 2024.

WHAT WE CALLED FOR

Appropriate funding arrangements between Commonwealth and State Governments to ensure that all LGBTIQ+ Australians have access to specialist, peer-led legal services, no matter where they live.

Sufficient funding to support all necessary CLC activities, including measures to support organisational health and sustainability.

Data and evaluation models that scaffold the existing strengths of LGBTIQ+ community organisations to research the needs of the communities they serve and best practice responses to those needs.

Funding to support embedded social work and/or peer support programs, or provision for partnering and joined-up service delivery.

Funding to support research, education, community engagement, sector capacity-building and systemic advocacy.

What is NLAP?

The NLAP is a five year agreement between the Commonwealth Government and all states and territories for the provision of legal assistance funding community legal centres, legal aid commissions and Aboriginal and Torres Strait Islander legal services.



CLIENT IMPACT

Our clients reflect **our rainbow community**

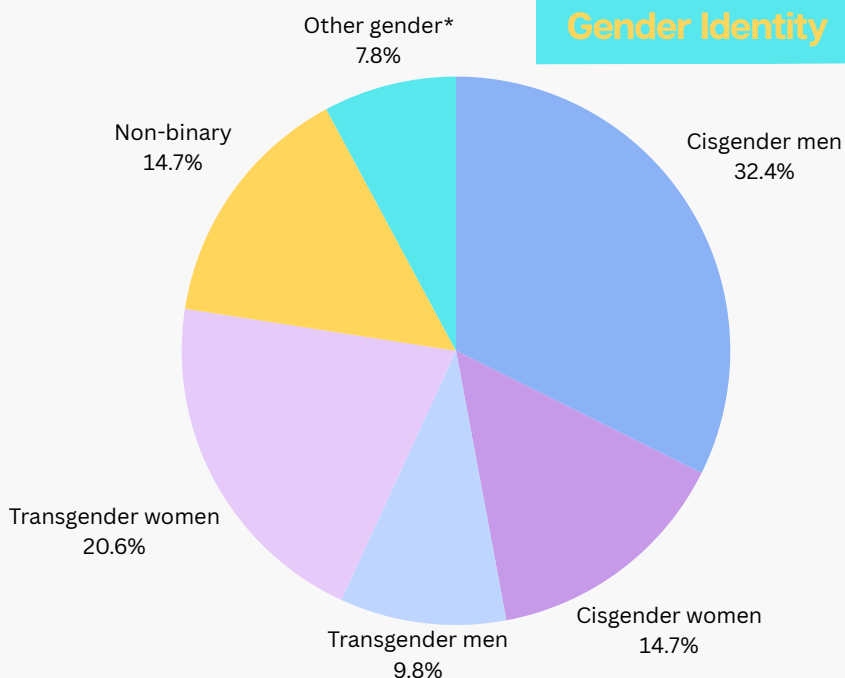
Effective, accurate, and appropriate data collection on gender and sexuality has been limited by the set fields in the database mandated for CLC reporting.

In July 2023 we moved our intake form to fully online, improved accessibility and added more appropriate questions on gender, sexuality and sex characteristics. We also gave clients the option to describe their identities in their own words.

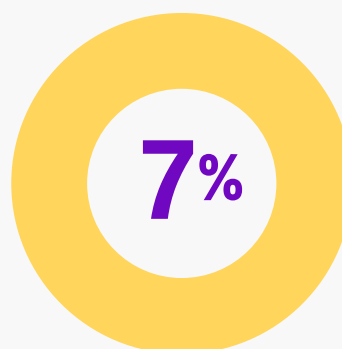
This gave us a much richer picture of the diversity of LGBTIQ+ people accessing the Service.

In the 5 months from August to December, we received 155 responses, reflected in the following charts.

Gender Identity

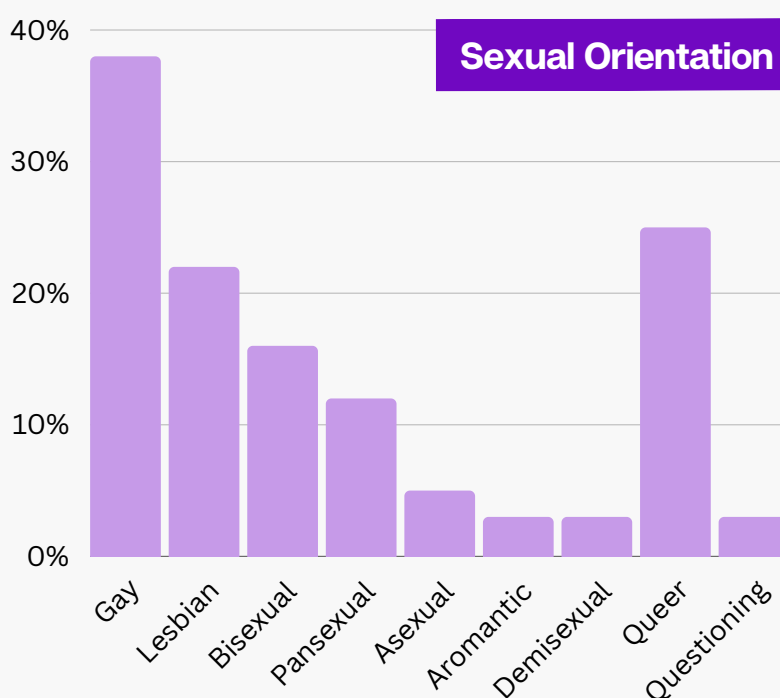


Intersex Status

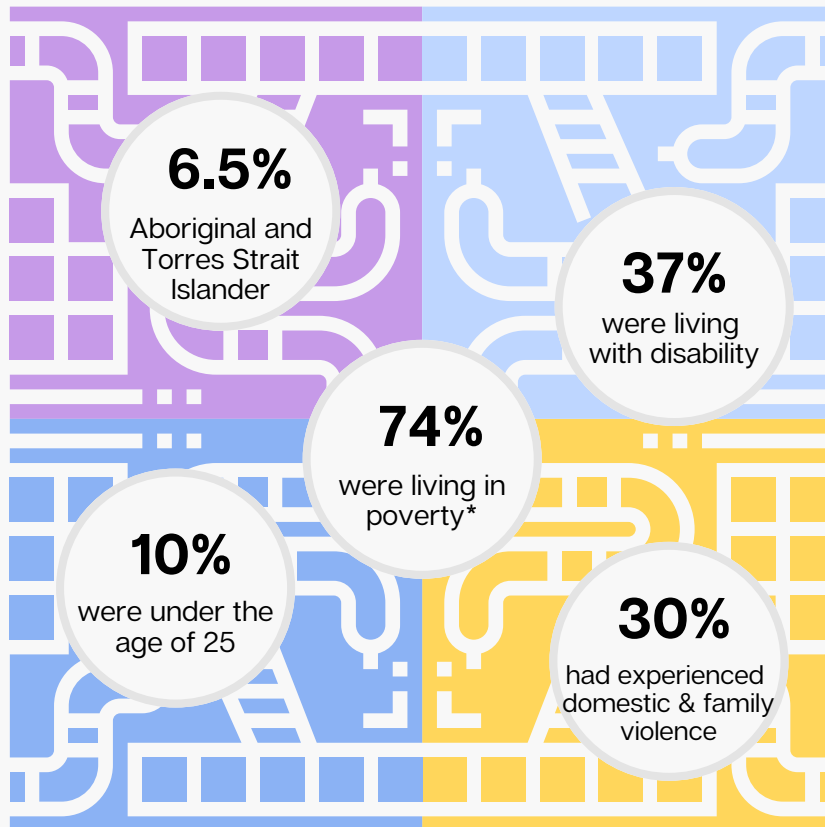


reported
differences
in sex
characteristics

Sexual Orientation



CLIENT IMPACT



Who needed our help?

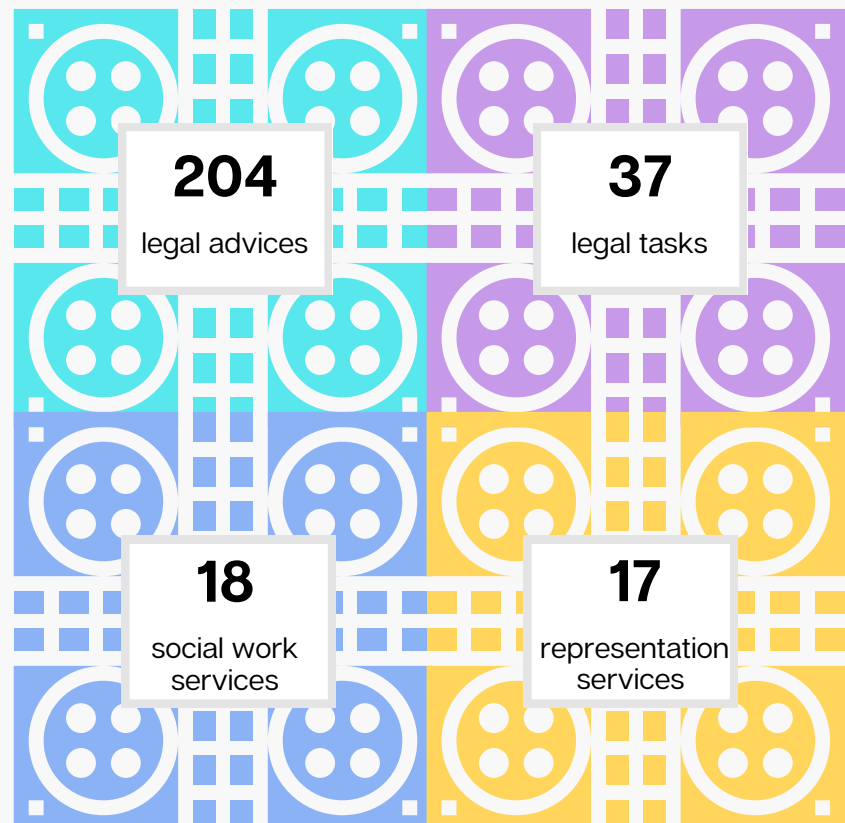
In 2022-23 year, our clients experienced multiple intersecting forms of disadvantage.

* where their reported income was below the Henderson Poverty Line (\$52,000 per year, averaged across household type)

How we helped

We assisted **305** people to resolve their legal problems.

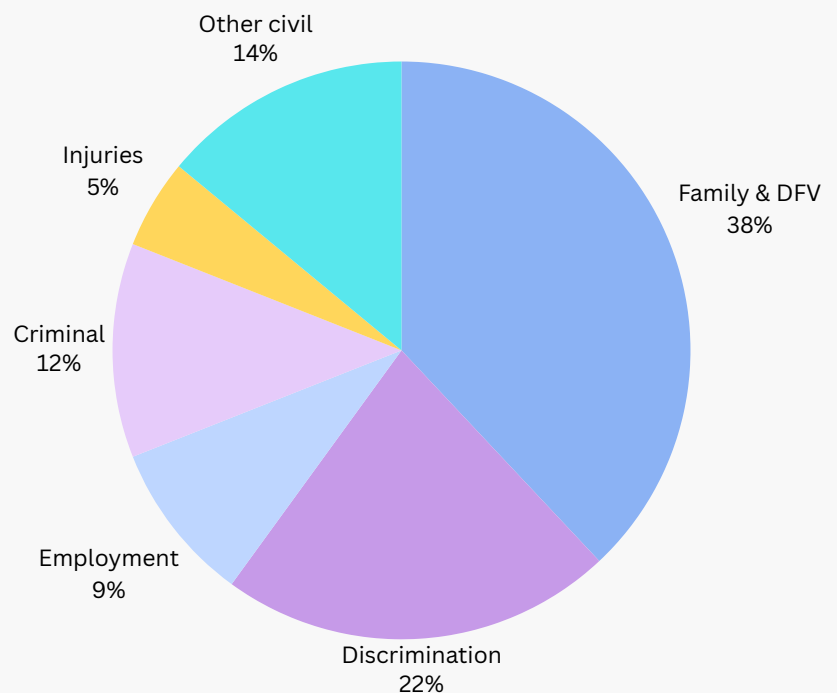
We also provided **163 information services** and **156 referrals** to more appropriate services.



CLIENT IMPACT

Our
“no wrong door”
approach supports
clients to access
help across a
**wide range of
legal problems**

Area of law



Terry grapples with the risk of being outed to his perpetrator

Terry is an older transman who was physically assaulted. He sustained serious injuries, but due to lack of appropriate care, the injuries were not identified by healthcare practitioners until months later.

Police charged the perpetrator with aggravated assault on the basis that he was over 60. However, to evidence this element of the offence, Terry would need to file his birth certificate with the Court. He was concerned and distressed that this would be disclosed to the perpetrator, outing his gender identity and placing him at greater risk of harm.

The Service advised Terry of his options in relation to the criminal matter so that he could make a fully informed choice as to whether to disclose the birth certificate. We also assisted him to make an application to Victims Assist so he could access support to recover from his injuries.



Sophie develops a safety plan after being targeted online

Sophie is a trans community member and activist who was targeted with false and defamatory accusations of assault, and threatened with police action. She was deadnamed and doxxed, and her name, current and pre-transition photos, email and place of employment were shared online. This spread through online channels associated with neo-Nazi groups. She began receiving death threats to her personal and work addresses.

One of our volunteer barristers gave Sophie advice on her rights online and interacting with police and supported her to report the false allegations and online threats to police and to the eSafety Commissioner.



The LGBTI Legal Service's support during an immensely tough period this year was invaluable to me. I was kept up to date with the best possible information via text, email and phone, and felt respected and supported at a time when I was having trouble keeping it together, in the face of horrendous transphobic abuse.

The advice I received allowed me to act in ways which protected myself from potential further harm, and reassured me of my options in response to the circumstances with which I was met.

The LGBTI Legal Service genuinely went above and beyond to make me feel safe and cared for, and for this I am so grateful. Without their help, I would probably still be feeling sick worrying about this issue today!

SPOTLIGHT ON ONLINE ABUSE

what we know

The eSafety Commission reports that LGBTIQ+ Australians experience **online hate** at **more than double** the national average.

In the past 12 months:

- 53%** witnessed **hate speech**
- 36%** received **unwanted contact**
- 29%** witnessed **offensive name-calling**
- 45%** reported experiencing **mental distress** in response to negative online experiences (compared to 25% of general population).

The abuse experienced by trans and gender diverse Australians is much higher.

The Trans Justice Project asked 3,000 Australians about their experience of anti-trans harassment, abuse and vilification ("abuse") and found:

- 94%** witnessed anti-trans abuse **online**
- 49%** trans people experienced abuse **online**
- 47%** trans people experienced abuse **in person**

Anti trans hate is escalating in person and online.

how we're helping

1

Met with the eSafety Commission to identify referral pathways and community education opportunities.

2

Developed a factsheet featuring flowcharts stepping through the patchwork of complaint and safeguarding processes.



3

We are leading a test case against homophobic and transphobic vilification online.

4

Pledged to stand up against hate by signing the Trans Justice Project Statement of Solidarity.

Sharing our knowledge

Between July 2022 and June 2023, the Service:



provided **42** community legal education (CLE) sessions, including factsheets, workshops, forums and training, reaching over **1200** people.

We developed and delivered the following resources to increase community understanding about their rights, laws and legal systems:

- **Staying Safe Online** – factsheet on online bullying, harassment, vilification and abuse, and how to navigate complaint and safeguarding bodies
- **Pride in Protest** – workshop on your rights and obligations when interacting with police

We also shared knowledge with stakeholders and service workers through training, workshops and forums:

- **Queensland Police Service training** for new police recruits, LGBTI Liaison Officers and Vulnerable Persons Unit.
- **Mental Health Review Tribunal** members and staff
- **Community Legal Centre** sector workers
- **Domestic and Family Violence** sector workers
- **Metro North Hospital and Health Service** social workers and allied health practitioners
- **Youth homelessness** workers



Speaking at the WorkUP / DV Court Assistance network forum



Ren on radio chatting about 'Slay Safe' roundtables



Jo, Emily and Kate at QC's trans community care day



Navigating DFV systems panel with Uncle Terry (Caxton) and QPS – VPU



Kathryn and Matilda joined the panel event at Parliament House to mark IDAHOBIT

Capacity building to foster safety and inclusion

The Service was invited to deliver a series of LGBTIQ+ Inclusivity & Consent training workshops at Woodford Folk Festival. This was funded under a grant from the Queensland Government (Office for Women).

As part of their professional development series 'Woodfordia Learning', we were invited to deliver ten training workshops between October and December 2023.

Participants represented all areas of the Festival operations including management committee members, managers, team leaders, workers, and volunteers. We also had a few stallholders and artists attend which was wonderful as it provided another valuable perspective. Workshops were delivered over a two hour period with most participants stating that the time went far too quickly and they would have loved more time.

Whilst the title of our training was 'LGBTIQ+ Inclusivity and Consent' our content was quite in-depth, informative & broad. Topics covered included:

- reviewing an Australian LGBTIQ+ historical timeline,
- group discussions exploring language and its importance (included LGBTIQ+ terminology as it relates to bodies, gender diversity & sexual diversity)
- an in-depth look at broader societal values, attitudes and beliefs, assumptions, and their effect on LGBTIQ+ people.

We also explored existing barriers to change and the impact of heteronormativity & cisnormativity on us all!

Participants were also provided with practical opportunities to test out their learned strategies to explored ways in which Woodfordia can be more inclusive. Our intention was to support and validate the great work already being done at Woodfordia to further enhance LGBTIQ+ safety, visibility, affirmation & equity.

Jonathan Pare
Project Officer (Training & Capacity Building)



I really enjoyed the training session and cleared up quite a few things I had not much of an idea about regarding all the different genders that are about these days.

I thought the presentation with showing slides and videos and interaction between the group worked well. It also covered more areas about personal space etc than I expected. I now see how pronouns can identify different people and it can clear up any assumptions you may have had about someone.

All in all it was two hours well spent and I would recommend it to anyone."



John, 74, Vehicle Fleet Manager



Resources in the pipeline

LOOKING

TOWARDS

2024

Non-binary Know Your Rights Hub

The Service was successful in obtaining a funding grant to create a community legal education resource for people who live beyond the binary.

Co-designed with questions gathered from the community, the resource focusses on areas of life where non-binary people may experience discrimination or have specific legal needs.

The website is due to be launched in July 2024.

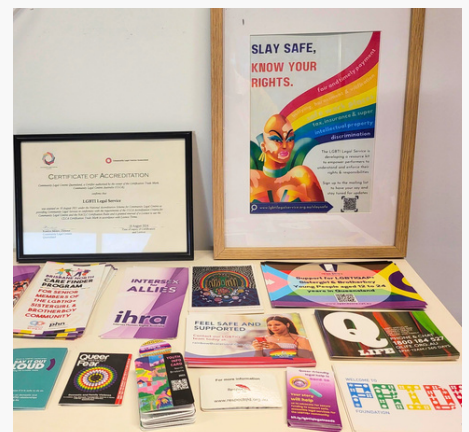


Slay Safe - LGBTIQ Performer Resource

During their secondment from Minter Ellison, Renee (Ren) Shike identified a need for information for LGBTIQ+ performers, including drag queens and kings, who are often precariously employed and receive little information and support on their rights and obligations in their places of work.

Ren promoted the resource and engaged performers in a series of consultation workshops to identify the issues that the project should focus on.

We look forward to developing and finalising this project in 2024.





COMMUNITY IMPACT

Connecting with **community**

Between July 2022 and June 2023, the Service:



engaged
with over
5000

people at pride fairs,
awareness days,
fundraisers and other
community events.

Here is a snapshot of just
some of the events we
attended:

- Sydney World Pride
- Brisbane Pride Rally & Fair Day
- Gladstone Pride
- Sunshine Coast Pride
- Non-Binary community day
- Good Tunes Bush Dance Fundraiser
- Queensland State Library Pride Month Morning Tea
- IDAHOBIT panel event at Parliament House
- Ipswich Wear It Purple Day
- Queens Ball Awards Night

Advocating for change

Between July 2022 and
June 2023, the Service:



influenced legislators
and decision-makers
through more than
20 law reform
activities including
8 major submissions



32 engagements
with stakeholders to
coordinate service
delivery and systemic
advocacy efforts



10 ground-breaking
'test cases' in anti-
discrimination law to
set positive precedents
and support a rights-
respecting culture for
the benefit of all

- We made submissions on the **Births Deaths and Marriages Amendment Bill** and gave evidence before a Parliamentary Committee. This Bill passed into law on 14 June 2023.
- We made a submission to the Australian Law Reform Commission's **Religious Educational Institutions and Anti-Discrimination Laws** Discussion Paper. The Commission's report is due to be released on 31 December 2023.
- Supported by Allens, the Service initiated a review into the **effectiveness of the scheme to expunge historical criminal convictions** for homosexual activity between consenting adults, and made recommendations to the Attorney-General to improve the rate of approval of applications.
- We made a submission, jointly with Rainbow Families Qld on the Criminal Code (**Serious Vilification and Hate Crimes**) and other Legislation Amendment Bill, which passed on 12 October 2023.
- We made a submission and gave evidence before the **Commission of Inquiry into the Queensland Police Service's responses to domestic and family violence**. The Commission's Report 'A Call For Change' picked up a number of our submissions.
- Together with Queer and Trans Workers Against Violence (QTWAV), we made a detailed submission on the Government's **Domestic and Family Violence Perpetrator Strategy**, informed by an extensive literature review and lived experience perspectives.
- Together with QTWAV, and supported by Moray & Agnew, we undertook a comprehensive **review of Government strategies and action plans to address domestic, family and sexual violence**, which highlighted significant gaps in implementation of recommendations for consultation and targeted support for LGBTIQ+ people.
- Supported by HopgoodGanim, we made a submission to the Commonwealth Attorney-General's Department to ensure the **Continuing Professional Development for Legal Practitioners on Coercive Control** is co-designed with marginalised communities and culturally safe.

SPOTLIGHT ON: BIRTH CERTIFICATE REFORMS

On 14 June 2023 the new Births Deaths and Marriages Act passed Parliament.

The Act was the culmination of over five years of discussion papers, submissions and consultations. The Service is proud to have played a part in advocating for and contributing to these reforms that mean that trans and gender diverse people and families can be recognised and protected in Queensland. We commend the Queensland Government for their work with the LGBTIQ+ community to draft these reforms and for passing this important legislation for our community.



What are the changes?

- Trans and gender diverse people will no longer be required to undergo gender affirming surgery to update their gender on their birth certificate.
- Non-binary and gender diverse people can have their gender recognised on their identification documents.
- The person that births a child will no longer be required to be listed as the child's 'birth mother'.
- anti-discrimination laws have been strengthened to better protect trans, gender diverse and intersex people.

The work still yet to do

Whilst the laws have passed Parliament, no commencement date has been set, so the laws are 'on paper' only, and have no legal effect.

It is imperative that the Government sets a clear timeline for the commencement of these laws so that the community can realise the rights that our lawmakers have recognised.



Why is it important?



A birth certificate is so much more than a piece of paper. It is a formal recognition of identity and a ticket to more equal treatment.

These changes are not new or radical. They are a reflection of the recognition in broader society that our LGBTIQ+ community is no longer hidden in a closet. We cannot be ignored on paper or in real life. It is about ensuring that Queenslanders' lived reality matches their legal identity.

Matilda (she/her), Patron

I live as a man, I'm legally male, my kids call me Dad and finally their birth certificates will reflect that. I can provide their birth certificates to day care and schools without having to explain my gender history and request that they also call me Dad.

I may still face discrimination and be misgendered, but at least now I feel stronger to advocate for myself because the government is recognising my authentic gender.

Coonan (he/him), client

Access to justice is almost impossible if the system does not see and respect you.



This legislation means that trans and gender diverse people can be recognised as who they are in their identification documents. It also means that those of us who identify outside the gender binary are finally recognised as having a legally valid gender identity. These are the first steps towards being seen and respected.

There is still more work to be done to achieve all of our human rights, but this legislation brings us one step closer to being able to participate in society in the same way as cisgender folks.

Renee (they/them), volunteer

Levelling up access to justice with a little help from our friends

Together with the support of our pro bono partners and volunteers, the Service has been able to:



leverage over **2400** hours of pro bono help.



make available **6-8** regular weekly clinic appointments



engage expert counsel to support strategic litigation, with **230** hours of barristers' time donated pro bono to ground-breaking test cases.



bring in diverse expertise across specialist areas of law.



Charity Auction raises \$13,000 for the Service

On 31 March 2023 Norton Rose Fulbright held a networking event and fundraiser in support of the Service. The event featured a moving musical welcome to country by Aunty Dawn Daylight, accompanied by Matilda on cello, with speeches by Jess Cunning, NRF's Deputy Chief Executive Partner Michael Greene and Brisbane Litigation Partner Josh Henderson.

Speeches were followed by a lively charity auction which raised over \$13,000, which was reinvested into the Service's front line staff and organisational capacity building.

Nurturing professional & community connections

Renee Shike

Secondee lawyer



**My secondment
with the service
was so affirming
and rewarding.**

It was amazing being in a workplace that was not only culturally safe, but was created for, and by, community. Being able to give back to my community while being in a space that saw me and helped me grow was invaluable.

One of my highlights was being able to amplify the work of the Service by expanding our volunteer base and empowering allies to provide culturally safe services to our community via our training.

Not only was I supported in my core work, Jo and the team at the Service really nurtured my connections to community, supporting and championing work on issues that were arising in community.

This ability to be flexible, creative and combine my skills has accelerated my progression as a lawyer.

My secondment was a unique opportunity to connect my skills to my passion areas and I hope to continue to build a career that combines these.

Firm friends

Together **126** solicitors from our pro bono partner firms contributed **1740** hours to our advice clinics, case work, law reform and community legal education resources.

Partner Firms

Allens Linklaters
Clayton Utz
Hall & Wilcox
HopgoodGanim
Lander & Rogers
McCullough Robertson
Minter Ellison
Moray & Agnew
Norton Rose Fulbright
Sparke Helmore

Solicitors

Thank you

Andrew Mansfield
Beryl Rachier
Emily Denison
Famin Ahmed
Georgie Bills
Georgina Papworth
Grace Vipen
Jacob Currie
Jessica Morath
Jordan Beveridge
Josh Hansberry
Joshua Henderson
Kate Alroe
Niki Schomberg
Nikole Rabeling
Olivia Woods
Regina Featherstone
Renee Shike
Robert Reed
Sean Kempel
Shannon Chapman
...and many more!

VOLUNTEER LAWYERS

We can't
thank you
enough

Volunteer barristers

11 barristers contributed over 350 hours to test cases, supervision and law reform

Thank you

Ben McMillan
Benedict Coyne
Clair Duffy
James Marxson
Kate Fuller
.. and many more!

Volunteer Solicitors

12 solicitors contributed over 300 hours to advice clinics, case work and law reform

Thank you

Brigid Kelly
Cameron Niven
Kimia Zarei
Mark Brennan
Sophia Bookallil
Taylah McCarthy
Tristan Butler-Keegan
... and many more!



An excellent and courageous organisation that punches well above its weight and is not afraid to pursue truth and justice for its clients, un-intimidated by the belligerent and ignorant bullies of the world. A great honour to be involved in the LGBTI Legal Service's very important work for law reform, justice, fairness and (substantive) equality for all.

Benedict Coyne



Being involved and providing free inclusive legal advice is extremely rewarding. The LGBTI Legal Service is so important and very much needed for members of the queer community who may otherwise not feel safe or comfortable going to other legal services that are not specifically focused to assist the community. I feel very privileged to give back to the queer community.

Taylah McCarthy

An extra bit of pride

Emily Denison
Seconded lawyer



I completed a three month secondment at the LGBTI Legal Service as a Law Graduate and have continued on as a volunteer.

On a professional note, the secondment was an incredible opportunity to work across different areas of law, complete research tasks to better service LGBTIQ+ clients, and create community resources for LGBTIQ+ Queenslanders. I was also lucky enough to represent the Service at meetings and networking events with like-minded organisations and professionals.

On a personal note, I was reminded of the tremendous resilience, strength and innovation of the LGBTIQ+ community. As a queer lawyer, working in an environment that not only supports but celebrates LGBTIQ+ identities was an amazing and comforting experience. It served as a much needed reminder that queer people deserve to be their authentic selves in their workplace and I have carried this with me to future job opportunities.

I finished my secondment with an extra bit of pride and an ongoing commitment to my community.

Broadening horizons through learning from lived experience

Ruth Connor

Placement student, QUT



I was fortunate enough to complete a university placement with the LGBTI Legal Service this year. This was a unique and valuable experience which expanded my knowledge and understanding about how the law interacts with and impacts upon the lives of the LGBTIQ+ community.

I assisted in gathering research for an online resource for non-binary individuals, in which I had a particular focus on how the law applies to non-binary people experiencing domestic and family violence.

Doing this research, hearing about the Service's work, and learning from people with lived experience challenged my existing understanding of DFV. From this experience I learnt about how government policy and laws often exclude gender-diverse victim/survivors of DFV and how to advocate for change.

Ultimately this placement broadened my understanding, exposed me to new areas of law and gave me the knowledge and tools to be a better ally to the LGBTIQ+ community.

We can't **thank you** enough

23 students completed placements, assisted with law reform and policy projects, research, community legal education resources and supported client intake and referrals

University Partners

QUT School of Law
UQ Pro Bono Centre

Student volunteers

Thank you

Denna Lackmann
Denisha Tyler
Hsiao-han Lin
James Rochester
Lily Weston
Rebecca Moses-Hill
Ruth Connor
...and many more!

OUR TEAM

Staff

Director/Principal Solicitor

Jo Sampford

Legal Assistants

Olivia Emmett

Lily Weston

Policy and Projects Lead

Kurt Maroske

Project Officer

(Non Binary CLE Project)

Bowen Harding

Project Officer

(Training & Capacity Building)

Jonathan Pare

Management committee

President

Kathryn Cramp

Secretary

Kate Fuller

Treasurer

to May 2023

Drew Lauchland

May to November 2023

Jessica Cunning

from November 2023

Mark Platt

Committee members

Shaun Chng

Ellie Hansson

Richard Timpson

from February 2023:

Matilda Alexander

Former committee members

December 2022 to January 2023:

Sheetal Deo

December 2022 to October 2023:

David Greene

Matt Farnham

Extra special thanks

Funders and fundraisers

Department of Justice and
Attorney-General

English Family Foundation

Norton Rose Fulbright

State Library of Queensland staff

In kind support

Caxton Legal Centre

From student placement to paid work

Lily Weston

Legal Assistant

I began 2023 with the goal of getting a job that relates to my studies and in doing so began my involvement with the LGBTI Legal Service.

I had heard that law placement opportunities looked great on a resume, so I submitted my placement application to the LGBTI Legal Service.

As the year progressed as did my involvement with the service, stepping from my placement role to volunteer paralegal work, to obtaining a position as an employee all the while helping and supporting my community like I've never done before has resulted in an extremely rewarding year.



Ever since my late teen years I have felt immense connection with and support from the Brisbane queer community, being a part of it helped me learn and grow and love.

However, my work at the service has evolved this connection and allowed me an opportunity to give back to a community whom I will feel forever in debt to.

I am thankful for that opportunity to help my community and to have a safe space where I can both express myself unapologetically, while also pursuing work in line with my chosen career and making meaningful connections with professionals who hold similar values to myself.

So often stories of the LGBTIQ+ experience centre on coming out, tragedy, injury or trauma. Listening to clients share these stories can get heavy. The concept of Queer Joy (and Trans Joy) – the lived experiences, moments of happiness and serenity – is a vital aesthetic and antidote to homophobia and transphobia.

We asked some of our staff and regular volunteers what brings them joy as an LGBTIQ+ person.



I feel queer joy every time I see the pride flag – in a shop window, hanging from a balcony, on a lanyard. Where ever I see it – it makes me feel proud & connected.



Seeing the big joyous sigh of relief when LGBTIQ+ volunteers and staff walk through the Service front doors, knowing they can relax and be themselves. And seeing that joy rub off on our allies too!

WHAT BRINGS YOU QUEER JOY?

Being in community and immersing myself in queer art.

My ever growing collection of queer books.



Jorts, hairy armpits and Australia's support for the Matildas.



Dressing up and going dancing with my friends. I feel myself on a dancefloor surrounded by people who love and accept me, and also love and accept themselves.



I experience queer joy when my friends and my community can live as our genuine, authentic selves, without fear or shame.

Audited **Financial Statements**

LGBTI LEGAL SERVICE INC.
ABN: 17 702 067 509

FINANCIAL REPORT
FOR THE YEAR ENDED 30 JUNE 2023



LGBTI LEGAL SERVICE INC.
ABN: 17 702 067 509

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LGBTI LEGAL SERVICE INC.

ABN: 17 702 067 509

COMMITTEE'S REPORT

Your committee members submit the financial report of LGBTI Legal Service Inc. for the financial year ended 30 June 2023.

Committee Members

The names of the committee members in office at anytime during or since the end of the year are:

Kathryn Cramp - President
Kate Fuller - Secretary
Andrew Lauchland - Treasurer
Sheetal Deo
Jessica Cuning
Shaun Chng
Richard Timpson
Matthew Farnham
David Greene
Ellie Hansson
Matilda Alexander

Significant Changes

No significant change in the nature of these activities occurred during the financial year.

Operating Result

The Profit after providing for income tax amounted to \$5,973 (2022 Loss \$96,488).

Signed in accordance with a resolution of the members of the committee:


Kathryn Cramp


Kate Fuller

Dated: 14 December 2023

Auditor's Independence Declaration

As auditor of LGBTI Legal Service Inc for the year ended 30 June 2023, I declare that, to the best of my knowledge and belief, there have been:

- i. no contraventions of the auditor independence requirements as set out in the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- ii. no contraventions of any applicable code of professional conduct in relation to the audit.

The declaration is in respect of LGBTI Legal Service Inc during the year.



Crowe Audit Australia



Taf Mudarikwa

Associate Partner

Date: 14th December 2023

Toowoomba

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The title 'Partner' conveys that the person is a senior member within their respective division and is among the group of persons who hold an equity interest (shareholder) in its parent entity, Findex Group Limited. The only professional service offering which is conducted by a partnership is external audit, conducted via the Crowe Australasia external audit division and Unison SMSF Audit. All other professional services offered by Findex Group Limited are conducted by a privately owned organisation and/or its subsidiaries.

LGBTI LEGAL SERVICE INC.
ABN: 17 702 067 509

STATEMENT OF INCOME AND EXPENDITURE
FOR THE YEAR ENDED 30 JUNE 2023

	Note	2023 \$	2022 \$
Revenue	2	361,815	362,978
Employee benefits expense		(258,016)	(344,062)
Other expenses		<u>(97,826)</u>	<u>(115,403)</u>
Surplus/(Deficit) before income tax		5,973	(96,488)
Income tax expense		<u>-</u>	<u>-</u>
Surplus/(Deficit) for the year		<u>5,973</u>	<u>(96,488)</u>
Surplus attributable to members of the entity		<u>5,973</u>	<u>(96,488)</u>

The accompanying notes form part of these financial statements.

LGBTI LEGAL SERVICE INC.
ABN: 17 702 067 509

ASSETS AND LIABILITY STATEMENT

AS AT 30 JUNE 2023

	Note	2023 \$	2022 \$
ASSETS			
CURRENT ASSETS			
Cash and Cash Equivalents	3	114,802	71,134
Accounts receivable and other debtors		-	500
Other Assets		9,940	8,250
TOTAL CURRENT ASSETS		124,742	79,884
TOTAL ASSETS		124,742	79,884
LIABILITIES			
CURRENT LIABILITIES			
Trade and Other Payables	4	73,027	43,215
Provision		7,289	-
GST Payables		10,797	9,012
		91,113	52,227
NET ASSETS		33,629	27,657
MEMBERS' FUNDS			
Retained surplus		38,629	27,657
TOTAL MEMBERS' FUNDS		38,629	27,657

The accompanying notes form part of these financial statements.

LGBTI LEGAL SERVICE INC.
ABN: 17 702 067 509

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2023

	Retained Surplus	Total
	\$	\$
Balance at 1 July 2021	124,145	124,145
Income		
Deficit for the year	(96,488)	(96,488)
Balance at 30 June 2022	<u>27,657</u>	<u>27,657</u>
Balance at 1 July 2022	27,657	27,657
Income		
Surplus for the year	5,973	5,973
Balance at 30 June 2023	<u>33,629</u>	<u>33,629</u>

The accompanying notes form part of these financial statements.

LGBTI LEGAL SERVICE INC.
ABN: 17 702 067 509

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2023

	2023	2022
	Inflows	Inflows
	(Outflows)	(Outflows)
	\$	\$
Cash flows from operating activities		
Receipts from government funding	331,341	285,115
Receipts from Donations	29,119	69,412
Receipts from customers, clients and others	1,855	7,950
GST Collected	44,648	44,648
Interest received	-	-
Cash receipts in the course of operations	<u>406,963</u>	<u>407,125</u>
Payments to employees and suppliers	(347,350)	(457,156)
GST paid to suppliers	(15,945)	(15,945)
Cash Payments in the course of operations	<u>(363,295)</u>	<u>(473,101)</u>
Net cash from operating activities	43,668	(65,976)
Cash and cash equivalents at the beginning of the year	71,134	137,110
CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR	3 <u><u>114,802</u></u>	<u><u>71,134</u></u>

The accompanying notes form part of these financial statements.

LGBTI LEGAL SERVICE INC.
ABN: 17 702 067 509

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023**

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The financial statements are special purpose financial statements prepared in order to satisfy the financial reporting requirements of the Australian Charities and Not-for-profits Commission Regulation 2013 (ACNC Regulation) and the Associations Incorporation Act 1981 Queensland. The committee has determined that the association is not a reporting entity because there are no users dependent on general purpose financial statements.

These financial statements have been prepared in accordance with the recognition and measurement requirements specified by the Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') and the disclosure requirements of AASB 101 'Presentation of Financial Statements', AASB 107 'Statement of Cash Flows', AASB 108 'Accounting Policies, Changes in Accounting Estimates and Errors', AASB 1048 'Interpretation of Standards' and AASB 1054 'Australian Additional Disclosures', as appropriate for not-for-profit oriented entities. The financial statements have been prepared under the historical cost convention and does not take into account changing money values or, except where stated specifically, current valuations of non-current assets.

The following significant accounting policies, which are consistent with the previous period unless stated otherwise, have been adopted in the preparation of these financial statements.

(a) Cash on Hand

Cash on hand includes cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less.

(b) Revenue and Other Income

Government Grants

Grant funding received is recognised in accounted AASB 1058 Income of Not-for-Profit Entities, whereby revenue is recognised upon receipt of the funding as there does not exist a sufficiently specific performance obligation to transfer any goods or services to a third party.

Donations

Donations received are recognised as revenue at the point in time when the funds are receipted into the bank account.

Economic Dependency

LGBIT Legal Service is dependent on funding received from the Department of Justice and Attorney-General under the Legal Assistance Services Program for its continued ability to carry out normal activities. The program is for a fixed period with a new five year agreement entered into that expires on the 30 June 2025.

(c) Comparative Figures

When required by Accounting Standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

(d) Rounding of Amounts

Amounts in the financial statements have been rounded off to the nearest dollar.

(e) Lease Expense

The association has elected not to recognise a right-of-use asset and corresponding lease liability for short-term leases with terms of 12 months or less and leases of low-value assets. Lease payments on these assets are expensed to profit or loss as incurred.

LGBTI LEGAL SERVICE INC.**ABN: 17 702 067 509****NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023**

	2023	2022
	\$	\$
2. REVENUE		
Donations	29,119	69,413
Funding	331,341	285,115
Membership	855	200
Interest Income	-	-
Student Placement	-	8,000
Cash flow Boost	-	-
Other revenue	500	250
	<u>361,815</u>	<u>362,978</u>
3. CASH AND CASH EQUIVALENTS		
Westpac A/C 409051	77,103	55,369
Westpac A/C 409721	32,475	13,404
Westpac A/C 431733	1,549	236
Cash on Hand	3,675	2,125
	<u>114,802</u>	<u>71,134</u>
4. TRADE AND OTHER PAYABLES		
Trade Creditors	13871	0
PAYG withholdings Payable	19,610	14,744
Superannuation Payable	10,088	15,142
ATO Payable	-	13,024
Salary Sacrifice Clearing	391	305
Unexpended Grants	20,563	-
Wages Payable	8,504	-
	<u>73,027</u>	<u>43,215</u>

These amounts represent liabilities for goods and services provided to the incorporated association prior to the end of the financial year and which are unpaid. Due to their short-term nature they are measured at amortised cost and are not discounted. The amounts are unsecured and are usually paid within 30 days of recognition.

5. EVENTS AFTER THE REPORTING PERIOD

There were no events after balance date which require reporting.

LGBTI LEGAL SERVICE INC.
ABN: 17 702 067 509

STATEMENT BY MEMBERS OF THE COMMITTEE

The committee has determined that the association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

In accordance with a resolution of the committee of LGBTI Legal Service Inc., the members of the committee declare that the financial statements as set out on pages 4 to 9:

1. present a true and fair view of the financial position of LGBTI Legal Service Inc. as at 30 June 2023 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements and the requirements of the Australian Charities and Not-for-profits Commission Regulation 2013 (ACNC Regulation) and the Associations Incorporation Act 1981; and
2. at the date of this statement there are reasonable grounds to believe that LGBTI Legal Service Inc. will be able to pay its debts as and when they fall due.

This statement is signed for and on behalf of the committee by:

President


Kathryn Cramp

Secretary


Kate Fuller

Dated:

14 December 2023

Independent Auditor's Report

To the Members of LGBTI Legal Service Inc

Opinion

We have audited the special purpose financial report (the financial report) of LGBTI Legal Service Inc (the Entity), which comprises the asset and liability statement as at 30 June 2023, the statement of income and expenditure, statement of cash flows, and the statement of changes in equity, and notes to the financial statements, including a summary of significant accounting policies, and the statement by the members of the committee.

In our opinion, the accompanying financial report of the Entity is in accordance with the Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* (the ACNC Act), including:

- (a) Giving a true and fair view of the Entity's financial position as at 30 June 2023 and of its financial performance for the year then ended.
- (b) Complying with Australian Accounting Standards to the extent described in Note 1, and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Entity in accordance with the ethical requirements of the Accounting Professional & Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter - Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Entity's financial reporting responsibilities under the ACNC Act. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Other Information

Those charged with governance are responsible for the other information. The other information comprises the information contained in the Entity's Committee Report for the year ended 30 June 2023 but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

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In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Management and Those Charged with Governance for the Financial Report

Management is responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the ACNC Act. Management's responsibility also includes such internal control as management determines is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the Entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intend to liquidate the Entity or to cease operations, or have no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Entity's financial reporting process.

Matters Relating to the Electronic Publication of the Audited Financial Report

This auditor's report relates to the financial report of LGBTI Legal Service Inc for the year ended 30 June 2023 included on LGBTI Legal Service Inc's website. The committee members are responsible for the integrity of LGBTI Legal Service Inc's website. We have not been engaged to report on the integrity of the LGBTI Legal Service Inc's website. The auditor's report refers only to the subject matter described above. It does not provide an opinion on any other information which may have been hyperlinked to/from these statements. If users of the financial report are concerned with the inherent risks arising from publication on a website, they are advised to refer to the hard copy of the audited financial report to confirm the information contained in this website version of the financial report.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.

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- The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control. Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during the audit.



Crowe Audit Australia



Taf Mudarikwa

Associate Partner

Toowoomba

Date: 14th December 2023

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The title 'Partner' conveys that the person is a senior member within their respective division and is among the group of persons who hold an equity interest (shareholder) in its parent entity, Findex Group Limited. The only professional service offering which is conducted by a partnership is external audit, conducted via the Crowe Australasia external audit division and Unison SMSF Audit. All other professional services offered by Findex Group Limited are conducted by a privately owned organisation and/or its subsidiaries.

2023 sees us farewell our home by the river.

One door closes...



...and another opens

We look forward to welcoming you to our new space in 2024.



L G B T I
Legal Service