To the members,

Sydney Gay and Lesbian Mardi Gras will be holding its Annual General Meeting (AGM) on 29 January 2022.

Sydney Gay and Lesbian Mardi Gras is a member-based organisation, and it is the right of every member to bring motions for consideration by all members at the AGM.

Members have requested that motions be put before all members for consideration at the AGM.

The Constitution of Sydney Gay and Lesbian Mardi Gras provides the Board with the opportunity to distribute an explanatory memorandum if there are motions that the Board supports or opposes.

If the Board takes a support or oppose position, we must also outline the points for and against the motion as we understand them.

The Board has carefully considered these motions and prepared this explanatory memorandum in response.

We take our responsibility to members very seriously, and we understand the importance of hearing a diversity of voices.

This explanatory memorandum allows us to share our thoughts and provide further context on the motions, which have been discussed at length by Directors, while taking into account our fiduciary duties, the changing nature of our communities and, above all, the best interests of Sydney Gay and Lesbian Mardi Gras.

By providing this memorandum to you our aim is to ensure every member can make an informed decision. Whether you join us at our AGM or appoint a proxy to attend on your behalf, we encourage every member to carefully consider each motion and the potential impact to Sydney Gay and Lesbian Mardi Gras if a motion is, or is not, supported.

Further details about the AGM can be found by clicking here.

Yours with pride

The Board of Directors
Sydney Gay and Lesbian Mardi Gras Ltd & Mardi Gras Arts Ltd
1. This meeting requests that any motions proposed by members which are materially the same as those defeated at previous AGMs not be heard or voted on, or rested for period of 2-3 years.

Proposer and Seconder: Troy Murphy and Kyle Olsen

**Describe the issue you want resolved?**

For motions which have already been defeated by the membership at recent AGMs to not be heard or voted on.

**Why should this action be adopted?**

Over the past three years, the membership has voted on and defeated motions relating to the Police, sponsors and political parties which are materially the same. This is unfair to the membership who have already made their decision and takes up significant time from questions and other matters.

**What will members gain from this action?**

This will provide confidence that decisions made by the membership are accepted and provide more time for other business.

**What risks do you foresee if this action is implemented?**

These decisions have already been made and need not be revisited again and again.

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**Board Memorandum – Motion 1**

**The Board OPPOSES adoption of Motion 1**

The Board supports the right of members to put forward ordinary motions at general meetings and recognises perspectives change over time.

The Board further recognises that a number of motions proposed at the 2021 Annual General Meeting, in particular Motions 6, 7, 8 and 11, are materially the same or similar to motions opposed by the membership and the Board at the 2018, 2019 and 2020 Annual General Meetings.

The Board continues to oppose these motions on their merit and there are no material changes to the substance of the motions from previous years.

The Board encourages members to deeply consider these motions and the risks to Sydney Gay and Lesbian Mardi Gras if the organisation were to adopt these positions.

The Board also encourages members proposing motions to consult with the Board beforehand and to consider the resources of Sydney Gay and Lesbian Mardi Gras.

**Board Case For**

Decisions of the membership on motions which are materially the same as those opposed in previous years will be respected.

**Board Case Against**

Several motions put forward by members for this Annual General Meeting will not be heard.
2. This meeting requests that the membership of Sydney Gay and Lesbian Mardi Gras condemns activist group Pride In Protest and its members for persistently and wilfully acting in a manner prejudicial to the interests of the Company by:

(a) Leaking confidential Board information during the latest Director Election and misusing this information to support their own candidates.

(b) Leaking the results of the 2021 Director Elections on social media ahead of the official result being confirmed by the Returning Officer.

(c) Attacking and defaming individual SGLMG board members, staff, volunteers and other SGLMG members on social media.

(d) Supporting and assisting with the disruption of the 2021 Sydney Gay and Lesbian Mardi Gras Parade, including breaches of security and COVID-19 guidelines.

(e) Spreading damaging and harmful misinformation, including leaks, about Sydney Gay and Lesbian Mardi Gras on social media, traditional media and during press conferences for personal and political gain.

(f) Damaging its relationships with partners, community partners and other stakeholders.

Proposer and Seconder: Troy Murphy and Kyle Olsen

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<thead>
<tr>
<th>Describe the issue you want resolved?</th>
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<tr>
<td>That the membership recognises the negative actions of Pride in Protest and its members and the negative impact they are having on Sydney Gay and Lesbian Mardi Gras.</td>
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<tr>
<th>Why should this action be adopted?</th>
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<tr>
<td>Pride in Protest has continually and wilfully acted in a manner prejudicial to the company while also trying to get its members onto the Board. Their disruptive behaviour has had a significant negative impact on the organisation and there is clear evidence to show they are not acting in the best interests of Sydney Gay and Lesbian Mardi Gras but are attempting to use the organisation for their own purposes.</td>
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<tr>
<th>What will members gain from this action?</th>
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<tr>
<td>By supporting this motion, the members will send a clear message that this behaviour is not to be tolerated and is not reflective of the majority of the membership.</td>
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<tr>
<th>What will the impact on the organisation from this action?</th>
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<tr>
<td>By supporting this motion, a clear message will be sent by the members to the organisation that this behaviour should not be tolerated, and a harder stance should be taken to hold members and Board members to account if they are found to be partaking in these harmful activities.</td>
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<tr>
<th>What risks do you foresee if this action is implemented?</th>
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<tr>
<td>There is perhaps a great risk to the organisation if the action is not taken as the standard you walk by is the standard you accept. We need to make clear what standards we accept as a membership and an organisation.</td>
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**Board Memorandum – Motion 2**

**Board Position**

**Board Response**

The Board acknowledges the member concerns about the behaviours described in the motion and the damaging impact this behaviour is having on Sydney Gay and Lesbian Mardi Gras, our staff, board members, volunteers and members, and our external stakeholders.

The motion seeks the member’s views of the behaviour exhibited by Pride In Protest in the evidence provided and calls on the members to take the action of holding Pride In Protest to account. Accountability is a core value at Sydney Gay and Lesbian Mardi Gras. By supporting this motion, the membership will send a message that the behaviour of Pride in Protest directed at Sydney Gay and Lesbian Mardi Gras is not acceptable.

There is a broader concern that this behaviour risks Sydney Gay and Lesbian Mardi Gras’ charitable purpose and long-term interests being compromised in order to satisfy the objectives of another association.

The Board supports this motion on the basis that such behaviour, which the Board has observed, does not align with Sydney Gay and Lesbian Mardi Gras’ objectives and ICARE values of Integrity, Creativity, Accountability, Respect and Equity; and it should not be tolerated.

If passed, the members will signal a clear expectation that members are required to act in the interests of the whole organisation.

**Board Case For**

Behaviour demonstrated by Members that is in breach of internal policies and standards detrimentally affects organisational reputation. It also serves to alienate a much larger proportion of the community that SGLMG serves through its charitable purpose, which risks a reduction of active engagement and participation of members, volunteers and external stakeholders. (reputational risk and community risk).
Supporting this motion reiterates that such behaviors toward Sydney Gay and Lesbian Mardi Gras will not be tolerated from any groups and/or individual members, or external groups, as Sydney Gay and Lesbian Mardi Gras strives to create a safe environment for all who engage with Sydney Gay and Lesbian Mardi Gras where difference of opinions can be shared in a respectful way and in accordance with Sydney Gay and Lesbian Mardi Gras’ ICARE values and the Australian Charity and Not-for-profit Commission’s Governance Standards.

The motion may disenfranchise a part of the membership and disenfranchised members may utilize the adoption of the motion as a call to further seek to jeopardise SGLMG’s charitable purpose and long-term interests.

Memorandum Evidence:

(a) Leaking confidential Board information during the latest Director Election and misusing this information to support their own candidates.

Evidence: Posts from Pride In Protest’s Facebook Page – Pride In Protest published board discussions and decisions including how individual directors voted on certain matters (in breach of confidentiality) to support their own personal and political agendas and director candidates.
MARDI GRAS ELECTION

VOTE 1
PRIDE IN PROTEST
FOR:
ADVOCATING FOR GENDER TRANSITION LEAVE
6 WEEKS PAID EACH YEAR IN ALL INDUSTRIES

HOW DID THE MARDI GRAS BOARD VOTE?

Vote to release a statement in support of NTEU Liddy workers demanding transition leave
PRIDE IN PROTEST
INCUMBENTS*

Pride in Protest is the only reliable vote for supporting queer workers’ rights!
ASK YOUR CANDIDATE HOW THEY WILL VOTE
*Louise Mulhor, Jon Altschuler, General Congress/Joint

Transition leave should be the right of every trans worker to be materially secure in their job and transition
Pride in Protest supported University of Sydney
NTEU workers demanding 6 weeks of gender transition leave
This coming AGM, Pride in Protest will move a motion affirming 6 weeks paid transition leave
every year
Mardi Gras should be a place for trans and all queer workers to demand their rights
Download our transition leave union information sheet to start your own union campaign!

MARDI GRAS ELECTION

VOTE 1
PRIDE IN PROTEST
FOR:
REAL ACTION ON KILLING THE RELIGIOUS FREEDOMS BILL
A WHOLE SEASON OF RESISTANCE

The Religious Freedoms Bill Inquiry will finish just before the Mardi Gras season 2022.
We mustn’t just resist the bill in a protest on the day – we must fight for it across all of Mardi Gras – Fair Day and the Parade!

HOW DID THE MARDI GRAS BOARD VOTE?

Reject the budget putting the Mardi Gras Parade in the SCG.
PRIDE IN PROTEST
INCUMBENTS*

Pride in Protest will always stand for a free Mardi Gras on the streets!
ASK YOUR CANDIDATE HOW THEY WILL VOTE
*Louise Mulhor, Jon Altschuler, General Congress/Joint

Mardi Gras is not for sale! Pride in Protest will oppose all privatisation the Parade including it being pay-to-view.

Pride in Protest will support the free street protest march on Mardi Gras day in 2022.
Mardi Gras should always be free and accessible to the community

MARDI GRAS ELECTION

VOTE 1
PRIDE IN PROTEST
FOR:
A MARDI GRAS ON THE STREETS
NO TO THE SCG OR ANY PRIVATISATION

Pride in Protest will move an AGM motion to support decriminalisation of sex work in all states and territories, and support sex workers on the Anti Discrimination Act (as proposed by Greens MLC Angelita Bray)

New principal partner American Express engaged in Repeal discrimination of sex workers by withdrawing service from Backpack – Pride in Protest will move a motion to end their sponsorship.

Scarlet Alliance members supported boycotting the cops from the Parade – to stand against the police in stand for sex workers and decriminalisation of their work.
Fight for a Mardi Gras that is for the liberation of sex workers - not a limp for their exploiters!

MARDI GRAS ELECTION

VOTE 1
PRIDE IN PROTEST
FOR:

HOW DID THE MARDI GRAS BOARD VOTE?

To end negotiations with American Express on the basis of financial discrimination of sex workers.
PRIDE IN PROTEST
INCUMBENTS*

Pride in Protest is the only reliable vote for backing the liberation of sex workers!
ASK YOUR CANDIDATE HOW THEY WILL VOTE
*Louise Mulhor, Jon Altschuler, General Congress/Joint

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Fight for a Mardi Gras that is for the liberation of sex workers - not a limp for their exploiters!
(b) Leaking the results of the 2021 Director Elections on social media ahead of the official result being confirmed by the Returning Officer.

Pride In Protest released the results of the most recent election 2 hours before the official announcement from the Returning Officer.

(c) Attacking and defaming individual SGLMG board members, staff, volunteers and other SGLMG members on social media.

Evidence by open letters written by SGLMG board members Alex Bouchett-Carr and Charlie Murphy published on Facebook by Pride In Protest.

As cover to suppress the communities desire for protest, these board members claimed that organising the protest was a conflict of interest because the protest used the term ‘Mardi Gras’ in its title, which they believe as copyright holders gives them ‘ownership’ over the term to the exclusion of the community. “Mardi Gras last year made over nine million dollars in gross income, while most community events raise a few thousand dollars. They are acting as a big corporate bully when, behind closed doors they are applying pressure to community organisations to not use Mardi Gras, and happily sell it to corporate sponsors for ludicrous sums.” Pride In Protest member Evan Gray said.

“I am a trans woman and out sex worker, who alongside Scarlet Alliance called for national decriminalisation of sex work this Mardi Gras, as well as fought against Mark Latham’s horrendous transphobic bill. I shouldn’t have to explain to five members of the Board why it’s morally correct to fight for the rights of my communities, my sisters and siblings. Rather, those board members should openly explain to the community and the membership exactly what is about that they find so reprehensible.” Charlie Murphy said.

Charlie and Alex represent over a quarter of the board, and the Board has reduced itself from seven members to five through this attempted purge of left-wing members. They have asked Charlie and Alex to provide a statement as to why they shouldn’t be permanently removed from the board. This stand down was decided at a secret meeting that neither Charlie or Alex were invited to or told about.

Not only is this unconstitutional, it is a deliberate attempt to silence board directors who explicitly call for a community-driven, progressive Mardi Gras, as well as denying democratic representation for the SGLMG members who voted for them.

We call on the SGLMG board to immediately institute open meetings and end the secret closure of meetings which subvert the democracy of the organisation and transparency to the membership. It was the members of SGLMG who elected Charlie and Alex, and it is the membership who should be informed of these secret meetings and the future of the organisation.
Letter from Alex Bouchet:

To Whom It May Concern:

I was alarmed and appalled to receive the Board’s correspondence on 4/5/2021 declaring that myself and Charlie had been stood down from our positions. This action was not only laughable in how obvious it was as a politically motivated attack on anyone to the left of the Liberals, but also demonstrates a new ‘Trumpian inability to understand the Mardi Gras constitution and the associated act’ I almost wonder if the five elected board members who concocted this are about to unleash a barrage of ‘Covfefe’ messages to members.

As someone who has been active in the Australian Labor Party it is little surprise that politics involves conflict and disagreement, and I anticipated this on the Sydney Gay and Lesbian Mardi Gras board. It is also a little surprise that most if not all of the five remaining board directors would be a member of their own factional grouping – with its tongue in cheek name of “Pride in Progress” – which is one of the worst kept secrets of the local gay scene. But this level of political harassment to the benefit of this faction is absurd and purports SOLMOS at risk.

Most people who follow Mardi Gras politics would be aware that I am the newest member of the board, and in my very short term on the board I have not committed any of the breaches that the five directors have alleged. I have only been able to participate in one single full board meeting of Sydney Gay and Lesbian Mardi Gras, and while I vociferously supported the Mardi Gras march on Oxford Street organised by Pride in Protest and others, due to personal issues I was unable to participate on the day or to help organise. My lack of involvement in organising was a fact that I expressed to the co-chairs and the board on multiple occasions – something I’m sure you would all recall. In this context I have been stood down because I was elected by Mardi Gras members that you dislike and disagree with.

The co-chairs have repeatedly claimed that I hold some executive power within Pride in Protest, and despite my repeated attempts to explain that no such power exists within Pride in Protest, neither Jason Matheson nor Mal Schwerdt appear to have the ability to understand that. This fact alone (which stems one of the two “reasons” for my stand down) is reason enough for me to find this entire process farcical.

This stand down is also not constitutional, and I am aghast at how long standing board members have such a loose grasp of the constitution that they can go ahead with this behaviour. As per 10.13 of the constitution it is required that there be at least 48 hours notice of the motion being put, which neither myself nor Charlie received. We were informed of the decision of a secret meeting after the fact, and not only given no notice but given no right to argue against the motion. While I understand not being able to vote in a meeting related to my standing down, a material personal interest does not limit my right to notice of the meeting. I also find it bizarre that the board considers support for a protest a “material interest” and would dispute that a material interest was held by either myself or Charlie.

That these five board directors are wilfully bringing the constitution for their petty political attacks on myself and Charlie for our affiliation with Pride in Protest is alarming, and this behavior jeopardises the organisation. I am appalled that directors are so unfitly opposed to the right to protest against homophobia, transphobia, racism, and police violence that they would undermine the organisation. I urge these five directors to put aside their self-destructive ideological obsessions, and respect the legacy and values of Mardi Gras. As an advocate of SOLMOS’ best interests I think it is vital not only that the five directors revoke this so-called stand down, but offer an apology for the misconduct and harm they are attempting to impose on the community and membership. Any personal grievance that they have with Pride in Protest must not be used as a lever for punishment against the wider community.

Regards,

Alex Bouchet

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Letter from Charlie Murphy:

To the five elected Board Members of Sydney Gay and Lesbian Mardi Gras:

I have been asked to supply a letter explaining why I should not be permanently removed from the Board.

I think, instead, what should be explained is exactly how deep the political rot is in these five members that they think that an out trans woman and sex worker should be punished for organising a protest march to end the vilification of her sisters in the most valuable places, whether in schools under attack from transphobes, or sex workers under repression from the police. The manner of concern is so trifling and unbound that it is impossible not to see it as a desperate reactionary attack on queer people who see workers and fighting for a better world.

First of all, I will make a very clear statement to these members of the Board - despite what you think about what you control, Mardi Gras belongs to every single member of the community. Mardi Gras is everything that the SOLMOS does, including the Parade and Fair Day, but also everything else the community does to celebrate who they are and fight for what they want to win. Go out into the community and try to define the idea that the little Mardi Gras should be policed, and especially that it should be policed to stop grass roots organisations from using the title and see how far you get. I think that you are already aware of this. However, Pride in Protest has told me that there was not a single piece of communication to them directly about use of the phrase ‘Mardi Gras’. I take that as an implicit admission that in the public arena, you know how much of a corporate bully you would appear if you told a vastly smaller organisation to stop using the term. Instead, then, you prefer private, behind-closed-door intimidation and suppression.

Chair
Supporting and assisting with the disruption of the 2021 Sydney Gay and Lesbian Mardi Gras Parade, including breaches of security and COVID-19 guidelines.

Evidenced by the below posts and Facebook video in which the disruption is discussed openly on a Facebook video (link below) with SGLMG board member Charlie Murphy present.

Link to online Facebook discussion about disrupting Parade: https://fb.watch/admNdCqS1/

Spreading damaging and harmful misinformation, including leaks, about Sydney Gay and Lesbian Mardi Gras on social media, traditional media and during press conferences for personal and political gain.

See above. Below is a media release from Pride In Protest following a breach of security at the 2020 Parade. The press release includes confidential board information inappropriately provided by former SGLMG board member Charlie Murphy relating to Parade operations.
(f) Damaging its relationships with partners, community partners and other stakeholders.

Evidenced by Pride In Protest’s constant motions at General Meetings and open letters such as the below and the below article:

As PIP evolves, it is becoming, Charlie suggests, “a broad mass movement inside the community” centred on concrete demands, such as the nationwide decriminalization of sex work, prison abolition and stopping Mark Latham’s anti-trans “Parental rights” bill. Already, PIP has gone some way towards solidifying a pink-black alliance.

By contesting the leadership of the queer community and striking at its symbolic heart – Mardi Gras – PIP are poising eggshell fantasies and it has made them a few enemies. Mikhail issues a word of warning on the phone to me: “They [Mardi Gras’ right-wing caucus] don’t want us there because we threaten their hegemony. We threaten their control of the narrative and their corporate sponsors. I hope that we keep scaring them.”

Threatened they certainly are. After the Mardi Gras protest, PIP’s social media accounts attracted a mob of trolls and online vitriol. In late March, Pride in Protest publicly shared screenshots from the reactionary ‘Pride in Progress’ Facebook group, in which two self-identifying Mardi Gras Arts Ltd employees wrote that it is their duty to fight and ‘Start rallying members against Pride in Protest.’

“Let’s not be distracted by the construction of a straw man – a persistent optimism, not cynicism as many believe – that drives the organisation forward. To Mardi Gras’ right-wing caucus, the vacuum of the unknown and the desire to control reality are still too daunting to consider.”

Perhaps Mikhail sums it up best.

“We won’t achieve our pure liberation under a system where we have to ask for liberation. We achieve our pure liberation when we take it.”
3. This meeting requests that the members of Sydney Gay and Lesbian Mardi Gras request that the Board of Sydney Gay and Lesbian Mardi Gras take legal action against Pride In Protest and CARR for misusing the Mardi Gras brand without authorisation for the “Mardi Gras March” event.

Proposer and Seconder: Troy Murphy and Kyle Olsen

<table>
<thead>
<tr>
<th>Describe the issue you want resolved?</th>
<th>That the Board of Sydney Gay and Lesbian Mardi Gras take legal action against Pride in Protest and CARR for misusing the ‘Mardi Gras’ brand for an unauthorised event which also attacks Sydney Gay and Lesbian Mardi Gras.</th>
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<tr>
<td>Why should this action be adopted?</td>
<td>The brand of Sydney Gay and Lesbian Mardi Gras has been built up over 43 years and is internationally recognised. The brand is also protected to ensure its integrity and so that it is not misused. By taking legal action, the Board will be protecting the brand and the integrity of Sydney Gay and Lesbian Mardi Gras. Pride in Protest have misused the Mardi Gras brand to support their own event without authorisation which also attacks Sydney Gay and Lesbian Mardi Gras.</td>
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<tr>
<td>What will members gain from this action?</td>
<td>All members have an interest in ensuring the brand is protected, not misused, or abused for the interests of other organisations or groups.</td>
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<tr>
<td>What will the impact on the organisation from this action?</td>
<td>There will be a cost associated with taking legal action. However, seeing as the brand is one of Sydney Gay and Lesbian Mardi Gras’ most important assets, this will be money well spent.</td>
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<td>What risks do you foresee if this action is implemented?</td>
<td>There is a risk that the legal action could take time and money. If the matter is lost, this could allow others to also misuse the brand. If Mardi Gras does not protect its assets, then others will continue to abuse them for their own gain.</td>
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**Board Memorandum – Motion 3**

**The Board does not take a particular stand on Motion 3**

The Board takes the protection of Sydney Gay and Lesbian Mardi Gras’ trademarks and other proprietary rights very seriously.

Sydney Gay and Lesbian Mardi Gras and the Board closely monitor these matters and are willing to take legal or other action in appropriate circumstances.
Memorandum Evidence:

Within this memorandum is evidence of Pride in Protest misusing the Sydney Gay and Lesbian Mardi Gras brand to support their own event without authorisation while also attacking Sydney Gay and Lesbian Mardi Gras.


http://honisoit.com/2021/03/mardi-gras-protest-march-takes-over-oxford-street/
MARDI GRAS MARCH ORGANISERS RESILIENT IN THE FACE OF POLICE PRESSURE

OUR DEMANDS

#Kill The Bill
Mardi Gras March 2021, Take Over Oxford Street

#Black Lives Matter
Mardi Gras March 2021: Take Over Oxford Street

OUR DEMANDS

#No Pride In Detention
Mardi Gras March 2021: Take Over Oxford Street

A LIBERAL government has just passed their homophobic, transphobic, racist, and anti-LGBTQ+ bill, and it’s as important as ever to fight back and kill this bill! This is just one reason we’ve called a Mardi Gras march on the street for March 6 as part of this fight back.

The Liberals have been trying to stage a culture war against queer people on every level of government since the Liberal government was forced to prosecute six heterosexual marriage equality, and the so-called religious freedoms bill is just the next step.

They’re negotiating with the Australian Christian Lobby, a far right hate group, to put forward those bills which do nothing to defend religious minorities and do everything to attack trans people and the queer community at large.

This bill will entrench the right of employers and service providers to refuse, dismiss and deny services to LGBTQ+ people, overturning existing anti-discrimination laws in Victoria and Tasmania. Three clauses in particular stand out as state endorsed bigotry. First, the ‘statements of belief’ provision which would allow for biennial hate speech immunity from legal consequences. ‘Statements of Belief’ could amount to comments from a doctor to a patient that ‘homosexuality is a punishment for sin’ or a boss telling a queer worker they’re ‘going to hell for their sexuality’.

What to expect

Once again, in 2022 the Mardi Gras Parade will be held in the Sydney Cricket Ground. Earlier this year we took to the streets to say Mardi Gras will always be on Oxford Street, and 2022 should be no different!

Open Meeting: Mardi Gras March 2022
4pm Saturday 11th December

Saturday, 11 December 2021 at 15:00 UTC+10
Mardi Gras #3 Mardi Gras Street Protest 2022

Open Meeting: Mardi Gras March 2022
TAYLOR SQUARE 2PM SATURDAY 06 MARCH 2021

Mardi Gras March 2021: Take Over Oxford Street

BLACK LIVES MATTER
First hand, GLBTQIA+ people signed the petition in support of the Black Lives Matter movement. Others shared in recognition of deaths in custody such as that of indigenous Elders Thelma Versace and Burnside in 2009. Well-known GLBTQIA+ people like Troy Ballantyne and Sally Raby also voiced.

CORPORATES AT SGLMG:
It’s not merely about the police. Corporates and others calling the SGLMG ‘donor’ also make many people feel uncomfortable and unwelcome at the SGLMG.

Both the AMWU and NAB joined forces with the federal government to establish the much-maligned ‘inclusive workplace’ standard. Inclusion rates are separate high-impact, trans and intersex and non-binary people, GLBTQIA+ Indigenous peoples, migrants and LGBTIQ people.

Vulnerable people within our communities sometimes need access to cash-in-hand to escape family and domestic violence. Many use these people as an extension of the police at the very time they need help because of threats to their safety.

Event by Pride in Protest

Online event

Public - Anyone on or off Facebook

What to expect

Once again, in 2022 the Mardi Gras Parade will be held in the Sydney Cricket Ground. Earlier this year we took to the streets to say Mardi Gras will always be on Oxford Street, and 2022 should be no different!

Event by Pride in Protest and Community Action for Rainbow Rights

Oxford St, Darlington NSW 2010, Australia

Public - Anyone on or off Facebook

What to expect

Saturday, 6 March 2022, 1pm
Taylor Square, Darlington

The LGBTQI community are experiencing ongoing legislative and political attacks on our rights. It is as important as ever that we publicly and collectively raise our voices against these for Mardi Gras 2022. This calls for a protest to kill the bills and for LGBTQI liberation, not just a tactics event at SCG.

At Mardi Gras 2022, join us on Oxford Street to say: No bigotry! No right to discriminate! We want LGBTQI liberation!
4. This meeting requests that the Membership of Sydney Gay and Lesbian Mardi Gras recognise Pride In Protest and CARR and its members as an Organisation under 3.5 of the Constitution of Sydney Gay and Lesbian Mardi Gras and be made an Associate Member, and in doing so:

(a) That the Board identify members of Pride In Protest and CARR who are also members of Sydney Gay and Lesbian Mardi Gras and request that they be moved to the Associate Member category, or

(b) If those members identified do not consent to move to the Associate Members category, that the Board expel those members from the membership in accordance with Chapter XIX of the Constitution of Sydney Gay and Lesbian Mardi Gras.

Proposer and Seconder: Troy Murphy and Kyle Olsen

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<tr>
<th>Describe the issue you want resolved?</th>
<th>That the membership recognise that Pride in Protest and CARR are organisations which are seeking to take up membership within Sydney Gay and Lesbian Mardi Gras to use the organisation for their own gain, and that Chapter XIX of the Constitution does not allow this.</th>
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<tr>
<td>Why should this action be adopted?</td>
<td>The Constitution of Sydney Gay and Lesbian Mardi Gras does not allow organisations to hold the status of full membership. Pride In Protest and CARR are self-identified political organisations acting as organised groups and with a leadership structure which are proactively signing up their members to be members of Sydney Gay and Lesbian Mardi Gras. CARR is a business and has an ABN. Pride in Protest refers to directors Charlie Murphy, Alex Bouchet-Carr and Wei Thai-Haynes as “Pride in Protest board members” and refer to their actions as working as a collective within the membership, which is in contravention of Chapter XIX of the Constitution (Click here for Memorandum Evidence). By supporting this motion, the membership will recognise that Pride in Protest and CARR are organisations attempting to stack the membership of Sydney Gay and Lesbian Mardi Gras to use Mardi Gras’ resources to advance the objectives of Pride in Protest and CARR, in contravention of the Constitution.</td>
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<tr>
<td>What will members gain from this action?</td>
<td>Members will evoke the Constitution and make it clear that organisations cannot be members and ensure the integrity of the membership.</td>
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<tr>
<td>What will the impact on the organisation from this action?</td>
<td>The time it will take to identify and remove members who are also members of Pride in Protest and CARR will take time, but ultimately the integrity of the membership is critically important for a member-based community organisation.</td>
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<td>What risks do you foresee if this action is implemented?</td>
<td>It is possible that this action will be challenged, however, individuals from an organisation acting as an organisation should not be allowed in the membership of Sydney Gay and Lesbian Mardi Gras. We wouldn’t allow this from a political party, a corporation or another community organisation. All members should be working for the betterment of Sydney Gay and Lesbian Mardi Gras.</td>
</tr>
</tbody>
</table>

Board Memorandum – Motion 4

| Board Position | The Board has received advice that this will not be legally possible. |
Memorandum Evidence:

In the below Facebook posts Pride in Protest refers to directors Charlie Murphy, Alex Bouchet-Carr and Wei Thai-Haynes as “Pride in Protest board members” and refer to Pride in Protest’s actions as working as an organisation within the membership, which is in contravention of Chapter XIX of the Constitution.
Transition leave should be the right of every trans worker to be materially secure in their job and transition
Pride in Protest supported University of Sydney NTEU workers demanding 6 weeks of gender transition leave
This coming AGM, Pride in Protest will move a motion affirming 6 weeks paid transition leave every year
Mardi Gras should be a place for trans and all queer workers to demand their rights
Download our transition leave union information sheet to start your own union campaign!

Mardi Gras is not for sale! Pride in Protest will oppose all privatisation the Parade including it being pay-to-view.
Pride in Protest will support the free street protest march on Mardi Gras day in 2022.
Mardi Gras should always be free and accessible to the community.

MARDI GRAS ELECTION
VOTE 1 PRIDE IN PROTEST FOR:
ADVOCATING FOR GENDER TRANSITION LEAVE 6 WEEKS PAID EACH YEAR IN ALL INDUSTRIES

How Did the Mardi Gras Board Vote?
To end negotiations with American Express on the basis of financial discrimination of sex workers
PRIDE IN PROTEST INCUMBENTS*

Pride in Protest is the only reliable vote for backing the liberation of sex workers!
ASK YOUR CANDIDATE HOW THEY WILL VOTE!
Despite blanket suppression of her candidacy by Mardi Gras in refusing to publish her candidate statements, Wei was still nominated by a decisive margin in spite of all the clear election meddling against her favour. Wei’s unpublished candidate statement was uploaded to the Mardi Gras website, yet was deliberately not linked on the candidates info page, or linked anywhere.


“I am so excited to represent working LGBTQI people and for a queer community that fights uncompromisingly - and never says down and rolls out the red carpet for Liberals who fetishise homophobic and transphobic legislation upon us. Let’s make this Mardi Gras a season of resistance to this horrific bill.” Wei Thel-Haynes said.

Wei joins current Pride in Protest Mardi Gras board member Alex Bouvette on the board. “I am honoured and excited to be joined by Wei on the Board to continue to be the true left wing representative of the community,” Alex said.

Wei’s election provides huge momentum for a left wing queer community win at the Mardi Gras AGM in late January. Pride in Protest will submit motions around fighting the Religious Discrimination Bill and against the Liberal Party for its pushing of it, to divorce Mardi Gras from Amex for its financial discrimination of sex workers, to lose the cops out of the Parade, to support 6 weeks paid per annum of transition leave in all industries, and more.

“Our community must have a reckoning where we choose who we support - we cannot support the Liberal Party who attack us with their oppressive legislation. We must always stand with working queer people.” Wei Thel-Haynes said.

Join us for the Mardi Gras AGM on the 29th of January and for the Mardi Gras Rally 1pm, 5 March to Stop the Baysra Bill

5/5
5. This meeting requests that the Membership of Sydney Gay and Lesbian Mardi Gras condemns former Board member Charlie Murphy for persistently and wilfully acting in a manner prejudicial to the interests of the Company during her time as a director, and request the Board expel her from the membership.

Proposer and Seconder: Troy Murphy and Kyle Olsen

<table>
<thead>
<tr>
<th>Describe the issue you want resolved?</th>
<th>That the membership recognise the damaging impact Charlie Murphy has had on Sydney Gay and Lesbian Mardi Gras and hold her to account by encouraging the Board to expel her from the membership.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Why should this action be adopted?</td>
<td>Being a Board member of Sydney Gay and Lesbian Mardi Gras is one of the greatest responsibilities the membership can give to an individual. Charlie aligns with Pride in Protest and has supported Pride in Protest’s actions to damage Sydney Gay and Lesbian Mardi Gras. Charlie has leaked confidential information to Pride in Protest, has attacked her fellow board members and staff on social media and supported the breach of security which took place at the 2021 Parade. The membership should expect a high standard for board members and that they act always in the best interests of Sydney Gay and Lesbian Mardi Gras. By supporting this motion, the members will hold Charlie account and set a standard for other board members who do not act in the best interests of Sydney Gay and Lesbian Mardi Gras.</td>
</tr>
<tr>
<td>What will members gain from this action?</td>
<td>By supporting this motion, members will send a message to members and the board that the membership expect board members to always act with integrity and to the highest standard possible.</td>
</tr>
<tr>
<td>What will be the impact on the organisation from this action?</td>
<td>The organisation will have a clearer understanding of what the members expect of board members and encourage them to hold board members to account when they do not meet the standards of members.</td>
</tr>
<tr>
<td>What risks do you foresee if this action is implemented?</td>
<td>This may be challenged by Charlie Murphy and may impact the reputation of Sydney Gay and Lesbian Mardi Gras. However, the risk to the organisation is greater if members do not hold board members to account when they do not act in the best interests of Sydney Gay and Lesbian Mardi Gras.</td>
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**Board Memorandum – Motion 5**

**Board does not take a particular view of Motion 5**

It is on the public record that the Board had concerns about Charlie Murphy’s conduct as a director.

Although the Board sought to work constructively with Charlie Murphy, its experience was that Charlie Murphy largely ignored concerns about her conduct putting Sydney Gay and Lesbian Mardi Gras at risk and the Board’s repeated requests for her to act in accordance with the Board’s Code of Conduct and her duties as a director.

The Board supports diversity of thought and inclusion of all voices from the community but requires all directors to act in the best interests of Sydney Gay and Lesbian Mardi Gras and in accordance with its Code of Conduct.

The Board also notes that any expulsion of a member must occur in accordance with the Sydney Gay and Lesbian Mardi Gras Constitution, which requires a particular process to be followed.

The Board seeks the members view regarding Charlie Murphy’s behaviour and whether this meets the threshold for expulsion from the membership.
Memorandum Evidence:

Within this memorandum are images from Pride In Protest’s Facebook page which show Charlie Murphy attacking Sydney Gay and Lesbian Mardi Gras, the Board, staff and volunteers. Images also show Charlie’s support of misusing the Sydney Gay and Lesbian Mardi Gras brand, supporting the breach of security at the 2020 and 2021 Mardi Gras Parade and leaking confidential information. Charlie Murphy was stood down from the Board for misrepresenting herself to the Board about her involvement in the planning of the Mardi Gras March. In response, Charlie publicly attacked the Board. This shows a serious lack of integrity to not be open, honest and working in good faith with the Board.

Letter from Charlie Murphy:
18th March 2021

To five of the seven-elected Board Members of Sydney Gay and Lesbian Mardi Gras:
Jessie Matheson, Mel Schweritt, Louis Hudson, Rob Smith, and Giovanni Campolo-Arcaia,

I have been asked to supply a letter explaining why I should not be permanently removed from the Board. I think, instead, what should be explained is exactly how deep the political rot is in these five members that they think that an out trans woman and sex worker should be punished for organising a protest march to end the vilification of her sisters in the most vulnerable places, whether in schools under attack from transphobes, or sex workers under repression from the police. The matter of concern is so trifling and ungrounded that it is impossible not to see it as a desperate reactionary attack on queer people who are workers and fighting for a better world.

First of all, I will make a very clear statement to these members of the Board - despite what you think about what you ‘control’, Mardi Gras belongs to every single member of the community. Mardi Gras is everything that the SGLMG does, including the Parade and Fair Day, but also everything else the community does to celebrate who they are and fight for what they want to win. Go out into the community and try to defend the idea that the title Mardi Gras should be policed, and especially that it should be policed to stop queer organisations from using the title and see how far you get. I think that you are already aware of this, however - Pride in Protest has told me that there was not a single piece of communication to them directly about use of the phrase ‘Mardi Gras’. I take that as an implicit admission that in the public arena, you know how much of a corporate bully you would appear if you told a vastly smaller organisation to stop using the term. Instead, then, you prefer private, behind-closed-door intimidation and suppression.

Me and Alex, multiple times explained that Pride in Protest decisions are made by a members vote, so we had no executive function in what the march was called in any case. I find it absolutely abhorrent that the co-chairs, after informing them the collective had declared us unable to vote on questions of relations between PIP and SGLMG due to conflict of interest, thought that we should still solely represent SGLMG internally within another organisation (0). They, perhaps with support of other Board Members, advocated for breaking what they consider proper activity for dealing with conflicts of interests. It seems that the co-chairs think one rule applies for everybody else, but not for themselves.

On the question of public comment, I think the fact that these Board Members want to censor the comments I made that Mardi Gras has protest as essential to its history and present, is bordering on a piece of absurd comedy. If declaring that the right to protest is in our communities interest is such a horrendous breach of policy, and deserves censure, maybe you should read your Constitution first, or perhaps a history book, or just exercise some basic moral fortitude.

The reason why this process is such a farce, and each complaint barely deserves a response in any case, is by simply observing that no matter if someone does everything that you think is the ‘correct behaviour’, you attack them anyway. Alex, for a number of personal reasons, was unable to help organise the march, which he told you. He absent himself from the process, which, in terms of conflict of interest, should be more than enough to be considered proper behaviour. You stood him down anyway, in my view, only for the reason to stand down both Pride in Protest directors at the same time, to deny the democratic representation of the members, to kill off any dissent. In my view, it is so transparent and pathetic I think it is more salient that these five Board Members should explain why the members shouldn’t call for a motion for no confidence and dissolve the entire board.

Let us make no mistake, you have made a naked attack on the community, on progressive values, on the fight for a better world.
Link to online Facebook discussion about disrupting Parade: https://fb.watch/admNdCqS1/

Below is a media release from Pride In Protest following a breach of security at the 2020 Parade. The press release includes confidential board information inappropriately provided by former SGLMG board member Charlie Murphy relating to Parade operations.

Further reading which shows Charlie Murphy acting against the best interests of Sydney Gay and Lesbian Mardi Gras and attempting to disrupt the organisation:

As PIP evolves, it is becoming, Charlie suggests, “a broad mass movement inside the community” centred on concrete demands, such as the nationwide decriminalisation of sex work, prison abolition and stopping Mark Latham’s anti-trans “Parental Rights” bill. Already, PIP has gone some way towards solidifying a pink-black alliance.

By contesting the leadership of the queer community and striking at its symbolic heart – Mardi Gras – PIP are poking eggshell fantasies and it has made them a few enemies. Mikhail issues a word of warning on the phone to me: “They [Mardi Gras’ right-wing caucus] don’t want us there because we threaten their hegemony. We threaten their control of the narrative and their corporate sponsors... I hope that we keep scaring them.”

Threatened they certainly are. After the Mardi Gras protest, PIP’s social media accounts attracted a mob of trolls and online vitriol. In late March, Pride in Protest publicly shared screenshots from the reactionary ‘Pride in Progress’ Facebook group, in which two self-identifying Mardi Gras Arts Ltd employees wrote that it is their duty to fight and “start rallying members against Pride in Protest.”

PIP are not interested so much in reshaping systems and institutions as they are in rebuilding them from the ground up. Perhaps there will be some collateral damage amid the dust storm that results from their demolition work. But it’s the possibility of something better – a persistent optimism, not cynicism as many believe – that drives the organisation forward. To Mardi Gras’ right-wing caucus, the vacuum of the unknown and the desolate cold of reality are still too daunting to consider.

Perhaps Mikhail sums it up best.

“We won’t achieve our pure liberation under a system where we have to ask for liberation. We achieve our pure liberation when we take it.”
6. This meeting requests that Mardi Gras:
   a. Condemns the violent and brutal treatment of asylum seekers and refugees by the Australian government and the particular impact on LGBTQIA+ asylum seekers and refugees
   b. Condemn the role that Qantas plays in deporting asylum seekers on behalf of the Australian government
   c. Terminate sponsorship with Qantas on the basis of their violation of the human right to seek asylum and deportation of asylum seekers back to danger
   d. Affirm ending mandatory detention, onshore and offshore detention, including reversing the repeal of Medevac legislation.
   e. Affirm accepting unconditional intake of Afghan refugees, including LGBTQIA+ refugees
   f. Condemn the treatment and detention of the Biloela family.
   g. Affirm granting the permanent protection for all refugees onshore, including those on Temporary Protection Visas, Safe Haven Enterprise Visa, evacuees brought by Medevac, those on bridging visas, and all other relevant visas.

Proposer and Seconder: Wei Thai-Haynes and Lachlan Monsted

The Australian government treats asylum seekers and refugees brutally by subjecting them to mandatory detention and Qantas profits from their deportation. The motion directly criticises the government's role in this system and severs SGLMG's monetary ties with Qantas. SGLMG should not be accepting money from any corporation that profits from this system of violence.

Any organisation presenting itself as representing diverse, historically oppressed communities should oppose mandatory onshore and offshore detention, and not accept sponsorship from companies that profit from asylum seeker and refugee deportation. Condemning the government's violence and terminating Qantas' sponsorship resolves this directly.

SGLMG is an influential cultural institution that benefits from the wide support of the LGBTQIA+ community. Qantas however plays a direct role in the deportation of asylum seekers and refugees at the behest of the Australian government. By terminating sponsorship with Qantas on the basis of human rights violations and condemning governmental policies that violate human rights. SGLMG will be resolving the contradiction between being an inclusive human rights supporting organisation whilst materially benefitting from a company that profits from this abuse. SGLMG has both the ability and the responsibility to lead, in standing against the government's brutal system by terminating this sponsorship and by condemning the government's horrendous treatment of asylum seekers and refugees, LGBTQIA+ or otherwise.

This is of particular concern given the treatment of the Biloela family, who were deported to Christmas Island despite living in Queensland and their children being born and raised in Australia. Permanent protection must be granted to all on Temporary Protection Visas, Safe Haven Enterprise Visa, evacuees brought by Medevac, those on bridging visas, and all other relevant visas. Furthermore, by affirming support for the unconditional intake of Afghan refugees, SGLMG would be supporting people that are fleeing the regime. Given the precarious nature of LGBTQIA+ rights in the region, SGLMG’s support would show leadership on this issue. The government and Qantas’ treatment of asylum seekers and refugees is racist and homophobic and should be strongly opposed.

Members will gain from having an organisation that more concretely and directly supports human rights here and abroad. Extending solidarity to LGBTQIA+ asylum seekers and refugees in particular will address the direct concerns of many members and signal to the membership that SGLMG is willing to stand up to pinkwashing by sponsors. You cannot say you support LGBTQIA+ rights, whilst deporting people in the community to face dangerous conditions elsewhere.

SGLMG will more strongly support human rights and gain reputationally from that support.

None
The Board OPPOSES the adoption of Motion 6

Board Response

On 23 August 2021, Sydney Gay and Lesbian Mardi Gras joined a number of organisations to support the Afghan community in Australia and the LGBTQI+ people, women, human rights defenders and minorities in Afghanistan who are in danger.

Sydney Gay and Lesbian Mardi Gras stands with the Australian GLBTI Multicultural Council, Forcibly Displaced People Network and the Refugee Council of Australia supporting their seven steps urging the Australian Government to take action.

QANTAS has signed as a partner of Sydney Gay and Lesbian Mardi Gras and Sydney WorldPride 2023 following a review through the Ethics Charter.

At the 2018, 2019 and 2020 Annual General Meeting of Sydney Gay and Lesbian Mardi Gras, a majority of the membership voted AGAINST motions to condemn Qantas and terminate their sponsorship.

It is the view of the Board that the issue relating to QANTAS sponsorship is now settled.

Issues relating to sponsors and partners should be raised throughout the year so that they can be considered at that time - not at Annual General Meetings.

Sydney Gay and Lesbian Mardi Gras continues to work with these organisations and will use its platform and festival to speak out as necessary and encourages other community organisations to do the same during the festival and throughout the year.

Board Case For

• Sydney Gay and Lesbian Mardi Gras reiterates a public affirmation of our long-standing commitment to human rights.

• Sydney Gay and Lesbian Mardi Gras sends a message to its partners about the issues outlined by the members proposing the motions.

Board Case Against

• The motion seeks to direct the voice of Sydney Gay and Lesbian Mardi Gras without consideration, community consultation or evaluation of risks to Sydney Gay and Lesbian Mardi Gras.

• Sydney Gay and Lesbian Mardi Gras already has ongoing discussions about issues facing the LGBTQI+ community with its partners.

• Sydney Gay and Lesbian Mardi Gras has seen significant benefits flow on to community through its ongoing partnerships.

• Sydney Gay and Lesbian Mardi Gras is has and continues to take action in regard to LGBTQI+ Afghanistan and Asylum Seekers.
7. This meeting requests that floats for the NSW Police, Australian Federal Police, NSW Corrective Services and the Australian Defence Force be removed indefinitely from the Mardi Gras Parade. For the reasons of:
- Responsibility for First Nations Deaths in Custody, and all other Deaths in Custody;
- Violence exhibited towards LGBTQI people and all people;
- In the case of the Defence Force, the waging of imperial war in Afghanistan and elsewhere.

Proposer and Seconder: Mikhael Burnard and Maxine Eayrs

There is a deep history of past and ongoing discrimination and harassment by police against minority communities in this country, including the queer community. This motion calls for the permanent removal of NSW Police, Federal Police, Corrective Services and Australian Defence Force floats from the parade, and further demand that no uniformed police or military personnel be allowed to take part in festivities (if they wish to engage, they must do so not in their capacity as police or military).

The Black Lives Matter movement which exploded globally in 2020, and which took root in Australia through grassroots activism, shed public light onto the shameful history of police murder of Black and First Nations people in custody. Although over 450 deaths have been reported in the last 30 years, accountability for their killers is lacking. Mardi Gras cannot legitimise a system in which unaccountable murderers run rampant.

Mardi Gras and the queer pride movement in general emerged as a response to police attacks on our community. However, rather than challenge the culture of homophobia and transphobia in the NSW police force, or address the material power relations between the police force and broader society, the LGBTQI community is instead asked to ignore or dismiss this history. This extends to the police violence and harassment experienced by queer and trans people at the Mardi Gras event itself! No institution which is actively hostile towards us can be tolerated as part of the parade.

We extend our demand to include removal of any float for the Australian Defence Force, due to the role played by the ADF in imperialist wars and violence overseas, including in the Pacific and in the Middle East. Mardi Gras is founded on the belief that all people deserve respect and equality, and this principle should extend beyond our arbitrary borders. An institution which abuses and kills civilians abroad is directly counter to our principles, and should not be tolerated at our events.

Members will gain from seeing the organisation they are a part of, taking a public stand against state violence against LGBTQ people, and against the broader community. Removing the police and armed forces from the parade indicates that SGLMG will not be complicit in pinkwashing of institutions which have inflicted historic injustice on the LGBTQI community.

SGLMG will signal its solidarity with the global movements for justice and rebuking of police and state violence. It will signal that SGLMG stands with those members of the community who face discrimination and harassment at the hands of the police.

The Sydney Gay and Lesbian Mardi Gras Parade has throughout its history been a symbol of love and protest showing the world what we can achieve when we bring together our diverse community and work together.

The Board acknowledges the historic difficulties between the NSW Police and the LGBTQI+ community and acknowledges the ongoing difficulties experienced by LGBTQI+ and First Nations people as expressed in the proposed motion, in particular in light of the Black Lives Matter movement and international events in 2020.

We also acknowledge the significant work that NSW Police has done in developing stronger relationships with Sydney Gay and Lesbian Mardi Gras and the community through NSW, through programs such as the Gay and Lesbian Liaison Officer (GLLO) program and the signing of the Mardi Gras Police Accord, which is undergoing community review and consultation.

Sydney Gay and Lesbian Mardi Gras does not believe that excluding individuals or groups from events is a useful or effective course of action to achieve social justice outcomes.

On 23 August 2021, Sydney Gay and Lesbian Mardi Gras joined a number of organisations to support the Afghan community in Australia and the LGBTQI+ people, women, human rights defenders and minorities in Afghanistan who are in danger.
Sydney Gay and Lesbian Mardi Gras stands with the Australian GLBTI Multicultural Council, Forcibly Displaced People Network and the Refugee Council of Australia supporting their seven steps urging the Australian Government to take action.

Sydney Gay and Lesbian Mardi Gras continues to work with these organisations and will use its platform and festival to speak out as necessary and encourages other community organisations to do the same during the festival and throughout the year. Sydney Gay and Lesbian Mardi Gras has proudly joined ACON and a number of LGBTIQ+ community organisations to call for a judicial inquiry into unsolved gay and transgender hate crimes, which will likely take place in 2022.

At the 2018, 2019 and 2020 Annual General Meeting of Sydney Gay and Lesbian Mardi Gras, a majority of the membership voted AGAINST motions to remove the Police and related associations from the Parade as a show of commitment to Sydney Gay and Lesbian Mardi Gras’ intrinsic value of inclusion.

<table>
<thead>
<tr>
<th>Board Case For</th>
<th>Board Case Against</th>
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<tbody>
<tr>
<td>• The motion highlights the impact of Police responses to marginalised communities, including First Nations</td>
<td>• The motion excludes a number of members of our community from participating in our parade.</td>
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<tr>
<td>• The motion highlights the issue of violence and death in custody which can impact marginalized individuals</td>
<td>• SGLMG values diversity and inclusion of all our community.</td>
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<td></td>
<td>• Many of the members of the SGLMG+ community who march in uniform have fought for the right to do so within their respective organisations, their visibility, pride and courage serves to continue to affect meaningful change for the betterment for LGBTI people within those organisations and our broader community</td>
</tr>
<tr>
<td></td>
<td>• The motion has little to do with the governance of Sydney Gay and Lesbian Mardi Gras.</td>
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<tr>
<td></td>
<td>• Many of the members of the LGBTIQ+ community who march in uniform have fought for the right to do so within their respective organisations, their visibility, pride and courage serves to continue to affect meaningful change for the betterment for LGBTIQ+ people within those organisations and our broader community</td>
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<tr>
<td></td>
<td>• Most of the motion is outside the objects of SGLMG and therefore in breach of Article 2.2 of the Constitution.</td>
</tr>
<tr>
<td></td>
<td>• The motion seeks to expand the purpose and vision of the Sydney Gay and Lesbian Mardi Gras beyond that which has been developed in the Constitution and Strategic Plan.</td>
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<tr>
<td></td>
<td>• Sydney Gay and Lesbian Mardi Gras already has ongoing discussions about issues facing the LGBTIQ+ community with the Police. It believes that maintaining this relationship is the best way to achieve change.</td>
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<tr>
<td></td>
<td>• Sydney Gay and Lesbian Mardi Gras has joined ACON and a number of LGBTIQ+ community organisations to call for a judicial inquiry into unsolved gay and transgender hate crimes.</td>
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<td></td>
<td>• Sydney Gay and Lesbian Mardi Gras is already taking action in regard to Afghanistan and Asylum Seekers.</td>
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</tbody>
</table>
8. This meeting requests that Mardi Gras cancel the Mardi Gras Police Accord, and in doing so:
- Condemn the use of the drug dog program used by the NSW police, end the decency checks during the parade, and heavy police presence during Mardi Gras,
- Condemn the use police in lieu of proper welfare and healthcare in the period of the pandemic, including the mismanagement of the Common Ground social housing lockdown,
- Stand for police abolition and stand in solidarity with Black Lives Matter and to end deaths in custody,
- Support the right to protest and lift protest restrictions with covid safety to managed by protest organisers.

Proposer and Seconder: Mikhael Burnard and Maxine Eayrs

**Describe the issue you want resolved?**
The Mardi Gras Police Accords were established in the wake of a brutal attack by officers on a parade attendee, and grant sweeping authority to police to harass, demean and bully individuals at Mardi Gras events, all with the tacit endorsement of the Mardi Gras organising authority. For this reason, we move that the Accords must be torn up and cancelled.

**Why should this action be adopted?**
As an effect of this, we demand the withdrawal of drug dogs from our streets (which are highly inaccurate in detecting drugs, and stand as an excuse to target individuals), and the withdrawal of excessive police personnel from all events. We condemn the use of ‘decency checks’ by police, which are a legitimised form of sexual harassment. Furthermore, we stand for police abolition, in solidarity with the Black Lives Matter movement, and stand for community-managed and oriented solutions to social issues.

We condemn the enabling of police powers during the pandemic to use punitive measures to enforce public health, rather than investing in proper welfare and healthcare during a time when it is desperately needed. This includes the shameful response to the Common Grounds lockdown, where low-income housing residents were given inadequate provisions and not afforded access to necessary health services.

We affirm the right to protest without police repression, in the name of public health or any other apparent concern. The community has proven that it can prevent spread through self-managed and self-organised pandemic safety efforts, and we do not need police to tell us when and where we have the right to make our voices heard.

Members will gain freedom from police harassment, including sexual harassment and invasion of privacy through bodily searches, while at Mardi Gras events. Members will benefit from being part of an organisation that challenges police mishandling of public health, and abuse of police powers to harass members of the LGBTQ community, and other people in our broader community.

SGLMG will signal its solidarity with the global movements for justice and rebuking of police and state violence. It will signal that SGLMG stands with those members of the community who face discrimination and harassment at the hands of the police.

**What will members gain from this action?**

**What will be the impact on the organisation from this action?**

None

**What risks do you foresee if this action is implemented?**

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**The Board OPPOSES the adoption of Motion 8**

Sydney Gay and Lesbian Mardi Gras has recently released the Mardi Gras Police Accord which is currently undergoing community review and consultation. Through this process, marginalised groups will be given a voice in how Sydney Gay and Lesbian Mardi Gras events are policed and allow their experiences to be heard.

Every large-scale event in NSW is required to have a police presence to deal with external threats of terrorism, or any situation that may become unsafe for event attendees. This is law, and as one of the largest gatherings in NSW, Sydney Gay and Lesbian Mardi Gras is not exempt from this.

The Mardi Gras Police Accord is an operational document which outlines the way in which Sydney Gay and Lesbian Mardi Gras and the NSW Police will work together for the safety of our community at Sydney Gay and Lesbian Mardi Gras events.

Since the creation of the Mardi Gras Police Accord, there has been a reduction in the presence of sniffer dogs and the number of drug searches at Sydney Gay and Lesbian Mardi Gras events. Sydney Gay and Lesbian Mardi Gras is also able to provide education about police drug detection activities to the community through the Fair Play initiative.

No decency checks have occurred since the implementation of the Mardi Gras Police Accord. Sydney Gay
and Lesbian Mardi Gras considers these as positive outcomes for our LGBTIQ+ community.

Sydney Gay and Lesbian Mardi Gras stands openly in support and solidarity with the #BlackLivesMatter movement and has proudly promoted a number of events and articles about the movement on its social media and during the 2021 Parade.

The rest of the motion sits outside the remit of Sydney Gay and Lesbian Mardi Gras and Mardi Gras Arts.

<table>
<thead>
<tr>
<th>Board Case For</th>
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<tbody>
<tr>
<td>• Sydney Gay and Lesbian Mardi Gras again shows support for the #BlackLivesMatter movement.</td>
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<tr>
<td>• Sydney Gay and Lesbian Mardi Gras calls on Police to review internal processes.</td>
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<thead>
<tr>
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<tbody>
<tr>
<td>• The motion has little to do with the governance of Sydney Gay and Lesbian Mardi Gras.</td>
</tr>
<tr>
<td>• Without a structured accord that supports ongoing dialogue with NSW Police, SGLMG would not have an effective conduit to communicate community concerns and affect meaningful change</td>
</tr>
<tr>
<td>• The Accord provides direct access to senior Government and Police stakeholders and a shared purpose that is for the direct benefit of the LGBTIQ+ community</td>
</tr>
<tr>
<td>• SGLMG charitable purpose is inconsistent with the blanket anti-authoritarian stance reflected in this motion, most of the motion is outside the Objects of SGLMG and therefore in breach of Article 2.2 of the Constitution</td>
</tr>
<tr>
<td>• Mardi Gras already has ongoing discussions about issues facing the LGBTIQ+ community with the police.</td>
</tr>
<tr>
<td>• The motion seeks to expand the purpose and vision of the organisation beyond that which has been developed in the Constitution and Strategic Plan.</td>
</tr>
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</table>
9. This meeting requests that:
   1. Mardi Gras end the sponsorship with American Express on the basis of their financial discrimination towards sex workers;
   2. Mardi Gras condemn financial discrimination towards sex workers from any financial institution;
   3. Mardi Gras officially recognise that whilst many types of sex work are decriminalised in NSW, full decriminalisation of sex work has yet to be achieved, and support should be given to any future sex worker led efforts towards achieving this.
   4. Mardi Gras officially endorses the ANTI-DISCRIMINATION AMENDMENT (SEX WORKERS) BILL 2020, as introduced by Abigail Boyd of the NSW Greens.

Proposer and Seconder: Charlie Murphy and Wei Thai-Haynes

Describe the issue you want resolved?
The series of parts of this motion profess support for current campaigns in securing the rights of sex workers. Mardi Gras’ sponsorship with American Express also represents a partnership with a company that has clearly engaged in financial discrimination of sex workers. The motion calls to end ties with Amex and to support a number of measures and positions for the rights of sex workers. On Amex, In 2015, American Express, Visa, and Mastercard ceased being a payment processor for Backpage, an American-based website also used in other countries that functioned much like Gumtree and other sites where people advertise services. One of these services was sex work. This was done apparently in the name of anti-trafficking - that traffickers use the site, therefore cutting off the ability to advertise would cease their activities. Rhetoric surrounding Backpage often used by law enforcement hailed it a success when the website was later shutdown in 2018 that traffickers had been thwarted. Removing sex workers access to online platforms like Backpage in fact achieves the exact opposite. Removal of online services for sex workers, especially those that are cheaper than premium advertising sites, do not make workers safe from trafficking or harm. In fact, sex workers will need to take on riskier practices if online platforms are denied to them. This includes, potentially, being managed by a trafficker. They cannot screen clients or use other methods of online safety as effectively. In the United States, sex work in the form of escorting (face-to-face sex work) is illegal in almost every state. Therefore, when workers have less access to online services they are forced into situations where they are less safe (ie onto the street). The removal of these online advertising services directly affected sex workers ability to screen clients before meeting them, and further entrenched oppressive practices like pimping. If sex workers are forced into street work, which was undoubtedly a consequence of American Express’ action, they are also subject to arrest and oppression by police forces. It is therefore evident that American Express agree with and collaborate with law enforcement in the US in order to achieve police departments aims of sex worker oppression and ongoing criminalisation of sex work. Backpage was also used by sex workers in Australia, providing a space to advertise that allowed for sex workers to have control over which clients they would or would not see. While the decision was made out of the United States, the result meant that even in places where sex work is decriminalised, those workers were denied access to a safe and effective platform.

Why should this action be adopted?
This motion sends a clear message that Mardi Gras stands on the side of sex workers, not their oppressors and exploiters. In regards to supporting the bill for the amendment to the Anti Discrimination Act, with the attack on anti discrimination laws in this country by the Federal Religious Freedoms Bill, we should be seeking to expand and strengthen anti discrimination laws, and this one protecting the rights of sex workers is an important piece of legislation to pass. It will show that sex work is work and that no worker should be discriminated against in any context, and that sex workers should not have their rights to services or employment denied to them on the basis of currently or previously being a sex worker.

What will members gain from this action?

What will be the impact on the organisation from this action?

What risks do you foresee if this action is implemented?
The Board OPPOSES the adoption of Motion 9

Board Position

Sydney Gay and Lesbian Mardi Gras recognises the rights of sex workers and stands with them against discrimination. However, the Board opposes the motion as, in the Board’s view, the assertion that American Express discriminates against sex workers is inaccurate.

American Express has signed as a partner of Sydney Gay and Lesbian Mardi Gras and Sydney WorldPride 2023 following a review through the Ethics Charter.

In a statement provided by American Express to Sydney Gay and Lesbian Mardi Gras, adult services that are legal in Australia, such as escort services and in-person adult entertainment, have the opportunity to apply to accept payment via American Express cards.

As a company, American Express does have a longstanding global policy that prohibits payments made by American Express cards for digital adult content. This is primarily because of the risks associated with the industry, such as child abuse material and laws pertaining to consent, and the inability to provide the myriad of necessary internal controls and monitoring required for oversight.

For the past 16 years, American Express has scored 100 percent on the Human Rights Campaign’s Corporate Equality Index, based on its organisation’s policies and practices that support LGBTQI+ inclusion. This principal partnership announcement continues the organisation’s commitment and involvement in the 2017 Marriage Equality debate and its work and membership in Open for Business, a coalition of global companies making the economic and business case for LGBTQI+ inclusion in companies around the world.

American Express Australia has been a proud sponsor of LGBTQI+ organisations and events for many years, including the sponsorship of Mardi Gras Film Festival (2017-2019), Sponsorship of the OUT leadership Conference (2018-2020) for Australia, Donations to Twenty 10 and support of Wear it Purple and ACON World Aids Day Red Ribbon Appeal.

You can read more about American Express’ partnership with Sydney Gay and Lesbian Mardi Gras here: [https://www.mardigras.org.au/partners](https://www.mardigras.org.au/partners)

The Board does not believe it is appropriate to request the membership or the Board support a Bill without providing sufficient information to make an informed decision.

Board Case For

- Sydney Gay and Lesbian Mardi Gras makes a public affirmation of our long-standing commitment to human rights.
- Sydney Gay and Lesbian Mardi Gras sends a message to its partners about the issues outlined by the members proposing the motions.

Board Case Against

- The motion seeks to direct the voice of Sydney Gay and Lesbian Mardi Gras without consideration, community consultation, or the risks presented by this motion.
- Sydney Gay and Lesbian Mardi Gras already has ongoing discussions about issues facing the LGBTQI+ community with its partners.
- Sydney Gay and Lesbian Mardi Gras is currently consulting on an Ethical Charter in relation to partners and sponsors and this motion seeks to circumvent that process.
- Sydney Gay and Lesbian Mardi Gras has seen significant benefits flow on to community through its ongoing partnerships.
10. This meeting requests that Mardi Gras affirm that:
   i. Gender transition leave should be the right of any trans worker in any industry, and
   ii. That workers receive 6 weeks paid per annum as a minimum, and
   iii. That leave includes but not be restricted to reasons of legal, social or medical transition rather than simply medical care and that it be released at the discretion of the worker.

Proposer and Seconder: Evan Gray and Mikhael Bernard

The pathways to affirmation vary significantly for every trans person as part of their journey, and it can be an ongoing process that crosses the spheres of the social, legal, and/or medical. While many trans people elect not to pursue all forms of medical transition there are a significant number who do, and furthermore law in NSW and Queensland imposes surgery as a requirement for gender recognition.

Those workers who undergo medical transition - such as gender affirmation surgeries - will find themselves lacking the societal support that other workers enjoy freely. The various gender affirmation surgeries are quite expensive and not covered under Medicare, and all up some workers may be up for costs in the tens of thousands and for some an eventual bill of hundred thousand might be possible. Workers are also largely denied leave for those processes - as if the process is some private luxury - and the conservative estimate of minimum six weeks recovery time recommended by surgeons for several of these surgeries will knock trans workers out of most jobs.

A recent survey of Retail and Fast Food Worker Union (RAFFWU) members found that almost no worker in the sector had enough leave accrued to entirely cover any form of transition that they may have undergone or wished to undergo. This is because most workplaces do not offer workers access to this leave with the offensive expectation that workers might draw down on sick leave - as if trans workers should come to work with COVID-19 or the flu in order to 'save up'. Other worksites - like Woolworths group - offer inadequate amounts of leave that don’t cover any form of surgery, and only once under the premise that one fortnight or one month is the beginning and end of transition. This is pinkwashing by management wanting to look inclusive from the outside, but not offer trans workers anything that they can actually use.

The National Tertiary Education (NTEU) has made a comprehensive claim across the sector for six weeks leave every year for workers to draw down on for transition, and is campaigning across 2022 for this to be implemented and found unanimous support from the National Union of Students (NUS). The campaign thus far has already won workers at Sydney Uni six weeks for the first year, and is likely to win further concessions as industrial action approaches from March. These claims are also proceeding at every other active NTEU branch in the country, and follow on from wins in the public sector by the Community Public Sector Union (CPSU) in Northern Territory, and Australian Capital Territory as well as by the Finance Sector Union (FSU) in their campaign against Westpac management.

Importantly this claim by the NTEU is not restricted to medical forms of transition, but allows for workers to take this for the purposes of social transition or legal transition as necessary. This is an important acknowledgement that there is no one way to be trans, and that there are a variety of needs that trans workers have that go beyond medical interventions and this must be met by the workplace.

Trans workers are currently campaigning for this and it should be supported by the largest LGBTIQ+ rights organisation in the country. This motion is an important step in opening up this discussion within our community about our rights at work as trans people, but also clarifying in the public debate that a patchwork approach of one-off leave, or fewer weeks is insufficient. It is vital that the cis members of our community accept the reality that six weeks should be the minimum, and it is not acceptable - especially in the time of Covid-19 - that trans people be expected to draw down on other forms of leave to achieve this.

Trans members will have a public expression of support for their rights at work.

The organisation will have contributed in a supportive way to trans rights at no cost, and is likely a step forward in improving the organisation's standing amongst the community.
The Board SUPPORTS the adoption of Motion 10

Board Position

Board Response

Sydney Gay and Lesbian Mardi Gras supports Gender Transition Leave and currently makes Gender Transition Leave and other forms of support available for all Sydney Gay and Lesbian Mardi Gras staff through our Gender Affirming Policy & Guidelines.

Sydney Gay and Lesbian Mardi Gras is committed to supporting all employees who would like to affirm their gender in our workplace. The leave offered is not restricted to medical, legal or social reasons. Sydney Gay and Lesbian Mardi Gras currently promotes its Gender Affirming Policy & Guidelines, which is based on ACON’s policy, to its corporate partners.

By publicly supporting this motion, the Board confirms its aspiration for Gender Transition Leave to be made available across all industries to support our gender diverse communities.

However, the Board recognises that specific contractual terms are an operational matter for each individual organisation.

Board Case For

Sydney Gay and Lesbian Mardi Gras has an opportunity to lead on the matter of Gender Transition Leave in corporate Australia and its related benefits to our gender diverse individuals and the LGBTIQ+ community.

Board Case Against

Getting involved in the specifics of workplace relations may not be seen as within the objectives of Sydney Gay and Lesbian Mardi Gras.
11. This meeting requests that Mardi Gras oppose the Religious Freedoms Bill by:
   i. Rebranding the season theme to be ‘Stop the Bigots Bill’,
   ii. Disinvite Scott Morrison, Dom Perrotet and all Liberal MPs from the Parade in their role in homophobic federal and state legislation,
   iii. Remove the Liberal’s float from the Parade and stall from Fair Day.

Proposer and Seconder: Evan Gray and Lachlan Good

BACKGROUND
On the 22nd of November 2017, then Prime Minister Malcolm Turnbull set up the Religious Freedom Review Expert Panel in the context of the debate around marriage equality at the urging of Scott Morrison, John Howard, Matt Canavan, Concetta Fieraventi-Wells, and other Liberal party members who believed religion was under attack by the campaign for marriage equality and a win would see opponents to gay rights subjected to supposedly vexatious anti-discrimination claims.

This Panel, which was led by Liberal party elder and former Attorney General Philip Ruddock finally concluded that religious freedom was not under threat in Australia, that they did not believe there were significant issues with the current anti-discrimination framework for people of faith, and recommended against a stand alone Religious Freedoms act as this would be out of step with guaranteeing the rights of other marginalised groups. The Panel further found that it was not necessary to implement a Religious Freedoms Commissioner, and also that there had been no rise in religious persecution with the implementation of marriage equality. Shamefully, the Panel did recommend that educational institutions be permitted to discriminate against staff and students on the basis of ‘sex, gender identity, and sexual orientation’.

Since that time the Scott Morrison government has prepared multiple drafts of a Religious Freedoms bill against the advice of its own Panel, and these have generally been met with scorn from stakeholders, skepticism from state governments with the potential for high court challenges, and opposition from crossbench MPs. It has also received minimal support from voters, with an Essential Poll indicating only 38% of voters would support a religious freedoms bill, meanwhile a YouGov poll commissioned by just.equal found that even fewer would support school teachers and students being discriminated against for their sexual orientation or gender identity. We have now arrived at the third draft of the bill despite the lack of support from almost any section of society beyond the Australian Christian Lobby.

THE RELIGIOUS FREEDOMS BILLS
There is an extensive history within legislation of religious exemptions to discrimination being implemented whenever there is an advance to LGBTQ+ and/or women’s rights in order to placate the concerns of the religious right. The Religious Discrimination Bill 2021 and its contingent pieces of legislation is no different except that it fails to guarantee any rights to marginalised groups, and offers only oppression.

LGBTIQ+ people experience disproportionate levels of suicide, mental health issues and psychological distress according to the 2021 update from LGBTQ+ Health Australia. According to ‘Writing Themselves in 4’ the overwhelming majority of young trans people (78.9%) have experienced transphobia at educational institutions that leads to higher rates of self harm and distress, and two fifths (40.3%) of young trans people have felt unsafe at work. The development of the religious freedoms bill already correlates to a worsening of these statistics, with more than 80% of LGBTQ+ people surveyed by just.equal saying they felt worse now during the religious freedoms debate than before marriage equality. This bill is widely and correctly understood by LGBTQ+ people as ‘payback’ by the religious right, and is already causing harm to an already vulnerable population and if passed will directly endanger the lives of our most vulnerable members such as LGBTQ+ youth and trans people.

The government justifies this by arguing that religious people require protection from discrimination, but rather than focus on protections for people significant parts of the Religious Discrimination Bill are dedicated to allowing for businesses and institutions to discriminate against others. It will have a severe impact upon the LGBTQ+ community materially by entrenching the right of employers and service providers to vilify, dismiss and deny service to LGBTQ+ people, and other minority groups.

Specifically, Part 2 of the Religious Discrimination Bill 2021 maintains that it is not discrimination for a religious educational institution to engage in conduct that upholds their doctrines or prevents their beliefs being undermined so long as this is part of publicly listed policy. This policy however can be particularly cruel to minority groups under the guise of religious freedoms, such as the following excerpt from the Shire Christian School’s ‘Statement of Faith’:

"God wonderfully and unchangeably creates each person as male or female at conception. Any effort to change or reject our biological sex at birth is a rejection of God’s purposes. (Genesis 1:27-28, 5:2; Psalm 139:13-14)."

This element of the legislation would allow for management to have the discretion to require that someone employed or enrolled at the school to oppose recognising the gender identity of a student or co-worker. This not only violates all concern for the wellbeing of students, but entrenches the ability of management to justify dismissal of a trans educator for not upholding the ethos of the institution.
While it is unacceptable that management at even one school has this discretion there are well over 100,000 educators teaching over 1.2 million students in religious schools in Australia most of which are in receipt of substantial amounts of government funding. Furthermore there are over 50,000 students and 5,000 staff in religious universities like ACU and Notre Dame, countless early learning centres with religious affiliation, and large charities such as the Salvation Army who are a large employer with retail stores, emergency services, and are part of the Job Search Provider (JSP) program.

This part of the legislation has wide ranging consequences that puts any LGBTIQ+ or pro-LGBTIQ+ student or worker in the religious sector at risk. It is misleading to consider the entrenchment of the right to discriminate by such a major service provider and employer to be in any way a protection for a persecuted religious individual, when there is no evidence that these exemptions have benefited religious persons. These exemptions only safeguard the right for an institution to be bigoted toward LGBTIQ+ people, and presumably other persons who have historically also been scapegoated by the religious right including women, sex workers, and disabled people.

Part 3 of the Religious Discrimination Bill 2021 is a watered down version of the ‘Folau clause’. Israel Folau, a wealthy celebrity footballer and property investor, shot to prominence when his contract was terminated after he publicly condemned gay people to hell on multiple occasions. Each subsequent draft of the bill has sought to implement a clause to prevent similar disciplinary action as part of stoking a culture war against LGBTIQ+ people and the bogeyman of ‘cancel culture’. The current wording narrowly focuses on qualifying bodies, such as the Medical Board of Australia or the Australian Association of Social Workers, but is at best superfluous and at worst serves to enshrine the right to homophobia and transphobia.

Pansy Lai, a doctor who advocates conversion therapy and a high profile No campaigner during the postal survey, was subject to a spontaneous registration based on her homophobic and anti-scientific views - including that men in same-sexed marriages are 300 times more likely to contract and die from AIDS - making her unfit to practice. The Medical Board of Australia immediately dismissed the request of this grassroots campaign, and defended her right to hold this view. It is not clear if there is any evidence that qualifying authorities are generally restricting people from expressing their views, but it is likely that the passage of such a clause will embolden homophobes and transphobes to express these views more stridently while preventing qualifying authorities from ever taking action on the matter. Qualifying authorities like the Medical Board of Australia should be able to reserve the right to consider when and if they review the registration of a doctor on these grounds.

Under Section 12 of Part 2 of the Religious Discrimination Bill 2021 the political opinions of Pansy Lai and Israel Folau would simply be considered ‘Statements of Belief’ and be generally protected. This should be understood as nothing more than enshrining the right for bigots to vilify minorities under the pretext of religion - ‘Statements of Belief’ could amount to comments from a doctor to a patient that “disability is a punishment for sin” or a boss telling a queer worker they’re “going to hell for their sexuality” for example. These actions are severely harmful, but also should not be understood as a protection for freedom of speech but rather giving greater privilege to the religious for what is essentially political speech in a way that others cannot so easily exercise.

While the majority of the remaining Parts 4 through 9 seem comparatively innocuous, it's not clear what protections it does offer people persecuted for their religion. The background of the Bill, the majority of its submissions, and the bulk of its content is about allowing Christian institutions - who make up almost all religious educational institutions, charities, health institutions etc. - to ignore the advance of LGBTIQ+ rights in broader society. There was no consultation with First Nations peoples in the original Panel let alone any measures or commitments to protecting sacred sites from desecration. There has also been no mention of providing asylum to those fleeing religious persecution as refugees.

These sections instead largely duplicate what is already provided in various state based anti-discrimination legislations without meaningfully extending to further defend religious minorities. Given these measures have been authored by a government and stakeholders who clearly sees anti-discrimination legislation as one of the key threats to certain religious values, then these parts of the Bill can only be seen as a narrow form of exceptionalism rather than a holistic safeguarding of rights.

THE STATE BILLS
The homophobic and transphobic sentiment that drives the hard right’s ‘vengeance’ upon our communities has also been expressed at the state level driven by Mark Latham, and indulged by the NSW Liberal Party who at no time have ruled out any element of the so-called Parental Rights bill or Religious Freedoms bill. Instead the Liberals representatives on both parliamentary inquiries have supported these bills, as have members of the Cabinet. Regulations have also already been changed for schools to placate Latham.

In particular Latham’s Parental Rights bill is egregious, and puts the lives of trans children in danger by requiring educators to forcibly out trans children not only to their parents but the entire school community. This is an incredible danger to the next generation, and upon the passage of the federal bills these would return to discussion next year.

Mardi Gras is the largest gay rights organisation in the country, and its highest political priority should be opposing the religious freedoms bills on a federal and state level, and it has one of the largest public presences.

The federal election is expected to take place either within March or May - between two to six weeks after
the parade - and the bill is expected to be resolved shortly after the election. It will be a major issue within
the election that will impact a majority of participants of Mardi Gras’ events throughout the season. The
Liberal party will also be campaigning for re-election within Mardi Gras events either explicitly as Fair Day
could even be during pre-poll or promoting the party on television and to the audience using the Mardi
Gras’ parade.

It is not conscionable that Mardi Gras could be part of promoting the Liberal party - directly or indirectly -
and especially not during election time, and it will be impossible to avoid the issue if the Liberal party is a
participant in Mardi Gras’ public events. Allowing them to remain invites reputational damage, and
breaches the requirement that applicants be pro-LGBTIQ+.

However the public impact that Mardi Gras could have in pressuring the Liberal party by excluding them
could be politically significant and put real genuine pressure on the party in that moment. Furthermore by
making Stop The Bigots Bill part of the theme for events like the parade and Fair Day it could force these
issues onto the public agenda in a positive way for our community, rather than the culture wars that were
so damaging during the postal survey and will be inevitable in this election.

Members will defend job security at work and safety at school by successfully opposing these bills, as
outlined, and will not have to march alongside a party that will likely be calling us ‘gender whisperers’ in
the news around that time. It is to be expected that an LGBTIQ+ group would not invite an LGBTIQ+ hate
group to join in.

The organisation will avoid reputational risk that is created by the current indirect endorsement and
promotion of the Liberal party that will literally be waging a culture war against us during t

The Sydney Gay and Lesbian Mardi Gras Parade has throughout its history been a symbol of love and
oppose the Bill.
Sydney Gay and Lesbian Mardi has
demonstrates the desire of some members to block attendance of a
partner
Sydney Gay and Lesbian Mardi Gras already publicly opposes the Religious Freedom Bill.
Sydney Gay and Lesbian Mardi Gras has written directly to politicians who attend our events asking them to
publicly oppose the Bill. Sydney Gay and Lesbian Mardi has partnered with Equality Australia’s campaign to
oppose the Bill. You can view the letter sent to Opposition Leader, Anthony Albanese, here:
The Sydney Gay and Lesbian Mardi Gras Parade has throughout its history been a symbol of love and
protest showing the world what we can achieve when we bring together our diverse community and work
together.
The Office of the Prime Minister and the Office of the Premier are not invited to Sydney Gay and Lesbian
Mardi Gras events by Sydney Gay and Lesbian Mardi Gras. They are invited as guests by our government
partners.
All members of our communities and allies are welcome to march in the Parade, no matter their political
affiliation. We encourage all floats to include direct or satirical political messages in their floats. Sydney Gay
and Lesbian Mardi Gras does not believe that excluding individuals or groups from events is a useful or
effective course of action to achieve social justice outcomes, but is actually detrimental to our community.

At the 2018, 2019 and 2020 Annual General Meeting of Sydney Gay and Lesbian Mardi Gras, a majority of
the membership voted AGAINST similar motions to disinvite Scott Morrison and remove the Liberal float
from the Parade.

• Sydney Gay and Lesbian Mardi Gras demonstrates the desire of some members to block attendance of a
public office and the individuals within that office.
• That banning the Prime Minister and NSW Premier may send a message to the government about the
political issues outlined by the members proposing the motions.

• The motion excludes a number of members of our community from participating in our Parade.
• SGLMG Charitable Purpose is apolitical and as such it cannot take a public stance that has the effect of
promoting some political parties over others – SGLMG must focus on the issues affecting the LGBTIQ community (not the politics)

• This motion encompasses a very large number of factors that are not able to be simply and resolutely responded to via an AGM vote

• Sydney Gay and Lesbian Mardi Gras already publicly opposes the Religious Freedom Bill.

• The motion goes against our intrinsic value of inclusion.
12. This meeting requests that Sydney Gay and Lesbian Mardi Gras endorse the upcoming Protest Rally on the day of the Mardi Gras Parade 5th of March and promote it online and at Fair Day.

Proposer and Seconder: Evan Gray and Diane Minnis

<table>
<thead>
<tr>
<th>Describe the issue you want resolved?</th>
<th>The Religious Discrimination Bill 2021 is a bill for bigots and must be stopped.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Why should this action be adopted?</td>
<td>It is important that we take to Oxford Street to rally against these homophobic and transphobic attacks, amongst others, and fight for our rights.</td>
</tr>
<tr>
<td>What will members gain from this action?</td>
<td>Members will have support in the fight for their rights through the protest on issues like the religious freedoms bills as well as transition leave, ending detention of refugees, decriminalisation of sex work, and over-policing.</td>
</tr>
<tr>
<td>What will be the impact on the organisation from this action?</td>
<td>The organisation will have supported an important protest for our rights.</td>
</tr>
<tr>
<td>What risks do you foresee if this action is implemented?</td>
<td>The organisation has endorsed previous rallies against the bill without risk.</td>
</tr>
</tbody>
</table>

Board Memorandum – Motion 12

**Board Position**

The Board does not take a particular view of Motion 12 and has requested that the motion be withdrawn

**Board Response**

Sydney Gay and Lesbian Mardi Gras provides a process for event organisers to register their event as an official Sydney Gay and Lesbian Mardi Gras event and welcomes the organisers of the March to register their event.

The Board is aware that the name of the event is titled ‘Mardi Gras March’.

The Board takes the protection of Sydney Gay and Lesbian Mardi Gras’ trademarks and other proprietary rights very seriously.

Sydney Gay and Lesbian Mardi Gras and the Board welcomes the opportunity to meet with the organisers of the March to discuss how we might work together in the best interests of our LGBTIQ+ community, and requests the motion be withdrawn.
13. Due to the loss of confidence by the membership, this meeting calls for the Board to conduct a 360-degree review of the Company Secretary’s performance

Proposer and Seconder: Greg Small and Damon Hartley

| **Describe the issue you want resolved?** | NA |
| **Why should this action be adopted?** | NA |
| **What will members gain from this action?** | NA |
| **What will be the impact on the organisation from this action?** | NA |
| **What risks do you foresee if this action is implemented?** | NA |

**Board Memorandum – Motion 13**

**Board Position**

**The Board OPPOSES the adoption of Motion 13 and requests the motion be withdrawn**

**Board Response**

The Board believes that members should be provided with supporting documentation to explain the background, benefits and risks attached to a motion.

The motion refers to the generic “membership” which does not qualify the extent of such claim.

Sydney Gay and Lesbian Mardi Gras currently has processes in place to assess performance of staff, contractors and Committees.

Members can raise concerns to the CEO or the Board through the relevant process and the Membership will be made aware of outcomes if appropriate.

**Board Case For**

Rejecting the motion may incorrectly be seen as rejecting the importance of accountability.

**Board Case Against**

Sydney Gay and Lesbian Mardi Gras already has processes to address performance.
14. Due to the loss of confidence by the membership, this meeting calls for the Board to conduct a 360-degree review of the People and Nominations Committee’s performance

Proposer and Seconder: Greg Small and Gary Wright

| Describe the issue you want resolved? | NA |
| Why should this action be adopted? | NA |
| What will members gain from this action? | NA |
| What will be the impact on the organisation from this action? | NA |
| What risks do you foresee if this action is implemented? | NA |

Board Memorandum – Motion 14

Board Position

The Board OPPOSES the adoption of Motion 14 and requests the motion be withdrawn

Board Response

The Board believes that members should be provided with supporting documentation to explain the background, benefits and risks attached to a motion.

The motion refers to the “People and Nominations Committee” when is understood the proposer may be referring to specific People and Nominations members.

Sydney Gay and Lesbian Mardi Gras currently has processes in place to assess performance of staff, contractors, and Committees.

Members can raise their concerns to the CEO or the Board through the relevant process and the Membership will be made aware of outcomes if appropriate.

Board Case For

Rejecting the motion may incorrectly be seen as rejecting the importance of accountability.

Board Case Against

Sydney Gay and Lesbian Mardi Gras already has processes to address performance.

15. That members accept the Board’s proposal for Lifetime membership.

**Lifetime Achievement Award Winners:** Kathy Sant and Jenny Mann

Board Memorandum – Motion 15

Board Position

The Board SUPPORTS the adoption of Motion 15