



## **Sydney Gay and Lesbian Mardi Gras AGM 2024**

### **Items of Business (Resolutions) – Introduction**

This document provides all items of business proposed by the Board and Members for the 2024 Annual General Meeting. All motions were submitted in accordance with the Constitutional requirements.

**The 2024 Annual General Meeting will be held on Saturday, 7 December 2024.**

Items of business are generally dealt with as resolutions to be voted on by the membership during the Annual General Meeting. All resolutions for the 2024 Annual General Meeting are considered Ordinary Resolutions and require a simple majority (50% of eligible votes) to pass.

Member resolutions are non-binding and advisory. If passed by a majority, they express the collective view or opinion of the members present at the meeting, and although taken very seriously and will be considered, this does not bind the Board or Management to implement the resolution.

Members were asked to ensure the resolution is realistic, beneficial to Sydney Gay and Lesbian Mardi Gras and the broader LGBTIQ+ community, and that it aligns with [Sydney Gay and Lesbian Mardi Gras values and objectives](#).

Members have also been strongly encouraged to engage with the Board, community stakeholders and fellow members to build awareness of the resolution and understanding of its purpose.

The Constitution of Sydney Gay and Lesbian Mardi Gras also allows for both the Board and Members to provide an Explanatory Memorandum explaining the purpose and effect of the resolution, which are provided in this document.

If the Board opposes a resolution proposed by members, the Board may circulate among members a memorandum explaining the position of the Board, but such a memorandum must also set out, in the view of the Board, the case for and against the adoption of the resolution. The Board's position has been provided where relevant in this document.

Please note that Explanatory Memorandums are provided by members (the proposer and seconder) and do not reflect the views and opinion of Sydney Gay and Lesbian Mardi Gras, its Board or Staff.



## Statement From The Board On Items of Business Requested By Members

The Board of Sydney Gay and Lesbian Mardi Gras is not providing a recommendation to vote for or against any member-submitted resolutions at the 2024 Annual General Meeting. We believe that members should have the opportunity to hear from one another and discuss the resolutions in a safe and respectful way at the meeting.

At Sydney Gay and Lesbian Mardi Gras Annual General Meetings, our members are given the opportunity to vote on resolutions submitted by fellow members. While some resolutions may be passed by members, the final decision on whether the organisation adopts these resolutions rests with the Board.

In considering the resolutions, as with all decisions, the Board will be guided holistically by the objectives outlined in Sydney Gay and Lesbian Mardi Gras' Constitution and our Strategic Plan. The final outcome will be shared with members in due course and will continue to reaffirm our core values of inclusion, our commitment to collaboration, and our priority to ensure SGLMG remains a sustainable, well-governed organisation.

To assist members in making an informed decision on each resolution, the Board has provided contextual information that may be helpful in understanding each proposal.

### **Resolution 2 – Mardi Gras Needs To Do More To Support Western Sydney & Regional NSW Queers**

Sydney Gay and Lesbian Mardi Gras works with suburban, regional, and rural festivals in a spirit of collegiality, collaborating to strengthen community connections. As a state-based organisation, we partner with LGBTQIA+ groups such as ACON and Equality Australia to ensure that LGBTQIA+ people across New South Wales feel included and safe. Events like our Parade and Fair Day exemplify how we bring communities together from across the state, with representation demonstrating our extensive outreach. Our strong relationships with government partners in NSW also enable us to advocate effectively for LGBTQIA+ people on shared areas of focus.



While Sydney Gay and Lesbian Mardi Gras assists organisations in capacity building and collaboration, we cannot guarantee that the standards we uphold —such as those related to ethics and governance—are consistently met by other groups. Additionally, there are dedicated funds and organisations, particularly in Western Sydney, doing exceptional work to support LGBTQIA+ communities in those areas. We are proud to see such targeted efforts making a difference and encourage continued engagement with these initiatives to further strengthen support and inclusion across the state.

### **Resolution 3 – Police Out Of Parade; Police Out Of Community**

The Sydney Gay and Lesbian Mardi Gras Board has presented a motion on this issue following a community consultation open to all members and the broader community. In response, 345 people registered to participate, and 96 Sydney Gay and Lesbian Mardi Gras members completed the survey, accounting for 2.7% of total membership. We encourage members to review the information in the consultation report and vote accordingly on the Board’s motion.

### **Resolution 4 – Police in Parade**

The Sydney Gay and Lesbian Mardi Gras Board has presented a motion on this issue following a community consultation open to all members and the broader community. In response, 345 people registered to participate, and 96 Sydney Gay and Lesbian Mardi Gras members completed the survey, accounting for 2.7% of total membership. We encourage members to review the information in the consultation report and vote accordingly on the Board’s motion.

### **Resolution 5 – Equality without Exceptions**

Following a similar resolution at the 2023 AGM, Sydney Gay and Lesbian Mardi Gras engaged with NSW Parliamentarians regarding the proposed Equality Bill. We note that several federal and state politicians are active supporters of our community and that NSW State Government provides significant financial support, contributing to the ongoing success of the festival.



### **Resolution 6 – Encourage Partners, Sponsors and Adjacent Organisations to Support Palestine**

Sydney Gay and Lesbian Mardi Gras notes that all partners are subject to scrutiny against the Sydney Gay and Lesbian Mardi Gras Ethical Charter. Additionally, Sydney Gay and Lesbian Mardi Gras has no public commitment to BDS principles or campaigns, and any such commitment would require a thorough risk analysis and community consultation. Therefore, advocating for partner organisations to comply with these principles would present challenges.

### **Resolution 7 – To Review Mardi Gras Partnerships, Investments and Procurement Relationships**

Sydney Gay and Lesbian Mardi Gras notes that all partner organisations are evaluated against the Sydney Gay and Lesbian Mardi Gras Ethical Charter, and only those that align with the Charter are accepted as partners. Disclosing detailed information about the assessment process may involve content classified as Commercial in Confidence.

### **Resolution 8 – Amex Oppresses Sex Worker Income**

This resolution has been presented to the membership on previous occasions without success. In prior years, Sydney Gay and Lesbian Mardi Gras has affirmed that it recognises the rights of sex workers and stands with them against discrimination.

The claim that American Express discriminates against sex workers is inaccurate. Legal adult services in Australia, such as escort services and in-person adult entertainment, are eligible to apply to accept payments via American Express cards.

American Express has been a key partner of Sydney Gay and Lesbian Mardi Gras for the past three years, and their support has been instrumental in making the 2025 season possible, including iconic events like Fair Day.



### **Resolution 9 – LGBTQIA+ Workers During Sydney Gay and Lesbian Mardi Gras**

Sydney Gay and Lesbian Mardi Gras firmly believes that this resolution falls outside the scope of our organisation and the objectives of our constitution. It does not fully consider both the current social climate of homophobia, biphobia and transphobia in the broader community, nor the broader economic implications. Sydney Gay and Lesbian Mardi Gras would be open to support a more comprehensive approach that takes these aspects into account, should this issue arise from the community.

### **Resolution 10 – Safety Summit**

Sydney Gay and Lesbian Mardi Gras encourages members to consider the scope of the organisation's work and our capacity to deliver an event of this scale. We remain committed to our community engagement activities and to addressing community safety issues as a part of these efforts. Sydney Gay and Lesbian Mardi Gras operates within a broader network of LGBTQIA+ organisations that are better positioned to organise events of this nature, and we are proud to actively participate in these initiatives. For example, Sydney Gay and Lesbian Mardi Gras attended the City of Sydney Summit and is an active participant in several forums, such as the Oxford Street Pride Charter, focused on the safety and wellbeing of our community. We are dedicated to contributing to and supporting these important discussions.

### **Resolution 11 – To Expand the Mardi Gras Ethics Charter**

The Sydney Gay and Lesbian Mardi Gras Ethics Charter was developed to ensure that our partners demonstrate good or best practices in ethical conduct, particularly concerning LGBTQIA+ people and communities. The Charter underwent a review in 2024, resulting in several potential partners not being accepted. The Charter serves as an effective tool to support positive relationships that meet broad community expectations.



## **Resolution 12 – Mardi Gras Supporting Freedoms and Dignity for Trans Women in Detention**

The SGLMG Board recognises the importance of advocating for the safety, dignity, and rights of all LGBTQIA+ individuals, including those in vulnerable situations, such as trans women in detention.

Endorsing specific campaigns or legislative actions requires thoughtful consideration. We encourage members to review the proposed initiatives to ensure they feel fully informed and confident when voting on this resolution.



## Items of Business (Resolutions)

### Items of Business Requested By The Board

- **Resolution 1** – NSW Police Force Participation at Sydney Gay and Lesbian Mardi Gras Parade

### Items of Business Requested By Members

- **Resolution 2** – Mardi Gras Needs To Do More To Support Western Sydney & Regional NSW Queers
- **Resolution 3** – Police Out Of Parade; Police Out Of Community
- **Resolution 4** – Police In Parade
- **Resolution 5** – Equality Without Exceptions
- **Resolution 6** – Encourage Partners, Sponsors and Adjacent Organisations to Support Palestine
- **Resolution 7** – To Review Mardi Gras Partnerships, Investments and Procurement Relationships
- **Resolution 8** – Amex Oppresses Sex Worker Income
- **Resolution 9** – LGBTQIA+ Workers During Sydney Gay and Lesbian Mardi Gras
- **Resolution 10** – Safety Summit
- **Resolution 11** – To Expand Mardi Gras Ethics Charter
- **Resolution 12** – Mardi Gras Supporting Freedoms and Dignity for Trans Women in Detention





## Items of Business Requested By The Board

### **Resolution 1 – NSW Police Force Participation at Sydney Gay and Lesbian Mardi Gras Parade**

#### **Proposer**

Board of Sydney Gay and Lesbian Mardi Gras

*“This AGM moves that the NSW Police Force not be able to march in the parade until such time as they demonstrate a commitment to improving relationships with LGBTQIA+ communities.”*

#### **Explanatory Memorandum**

The Board is not recommending members vote for or against this motion.

This motion does not exclude any individual (including LGBTQIA+ police officers and NSW Police Force staff) from marching in the parade as an entry, provided their application meets the Parade Entrants criteria and they are not representing the NSW Police Force as an organisation.

The consultations highlighted that individuals who identify as members of our communities and allies of our communities should not face exclusion from our community events. The consultation also highlighted that there are ongoing concerns about the NSW Police Force as an organisation not demonstrating a commitment to better relationships and policing practices with our communities. That is why the motion specifically names the NSW Police Force as an organisation.

The consultation process also highlighted the importance of ongoing communication and a desire to build on previous successes with the NSW Police Force, while acknowledging that there are historic and contemporary concerns with how police operate (with our communities and other marginalised communities). This motion does not seek to end the ongoing collaboration between Sydney Gay and Lesbian Mardi Gras and the NSW Police Force as we work towards improving relationships between police and LGBTQIA+ communities.





We do not feel that these conversations should be contingent on the NSW Police Force's participation in Parade. That is why the motion speaks to a potential return to the parade should tangible improvements occur.

345 people registered to participate in the consultations, and 96 Sydney Gay and Lesbian Mardi Gras members completed the survey, accounting for 2.7% of total membership.

The Board also considered the context in which this motion is being presented. These included the recent release of the Special Commission of Inquiry into LGBTQI hate crimes (the Sackar report), other Pride organisations in Australia and globally, and the history of motions and the responses to these motions at our Annual General Meetings. It became clear that the way the NSW Police Force interacts with our communities and other marginalised communities is not creating a sense of safety for everyone in our communities. While many people respect and feel protected by NSWPF, many also feel threatened or marginalised. It was clear that there were improvements to be made, and more effort needed on behalf of the NSW Police Force to respond to the concerns of a significant part of our communities.

The motion calls for demonstrated improvement rather than outlining specific targets that would allow the NSW Police Force to participate. At this stage, the Board feels that we do not have clarity on what this improvement would look like. It is our intent to continue working with communities, members and the NSW Police Force to define those parameters. This process requires us to engage in good faith, maintain open dialogue and commit to work. It requires the NSW Police Force to do the same.

The Parade is an event in which our communities show the best of us. For nearly five decades this event has been a unique combination of protest and celebration that reflects who we are, who we were and who we want to be. We are asking our members to reflect on whether the inclusion of the NSW Police Force at this time upholds our values, or whether there is work to be done by NSW Police Force before that is the case.

**To read more about the Police Consultations please see: [2024 Police Consultation - Sydney Gay and Lesbian Mardi Gras](#)**

**To read the outcomes of the Police Consultations please see: [Community Sentiment Report – Police Participation Consultation](#)**

<b>Points In Support of the Motion</b>	<b>Points in Opposition of the Motion</b>
<ul style="list-style-type: none"> <li>• The community consultation process revealed that many in our communities are dissatisfied with the behaviours of the NSW Police Force and the impact these behaviours have on LGBTQIA+ communities and other marginalised communities. Supporting this motion may communicate that the values of the NSW Police Force do not reflect the values of Sydney Gay and Lesbian Mardi Gras.</li> <li>• The timing of this motion, following the release of the Sackar report and recent media about institutional issues of homophobia with the NSW Police Force may create an opportunity for the organisation to advocate improvements from the NSW Police Force.</li> <li>• The consultation raised concerns around whether the ongoing inclusion of the NSW Police Force created a sense of exclusion for other members of our communities, noting that the presence of the NSW Police Force in Parade means that others feel unwelcome and unsafe at these community events.</li> </ul>	<ul style="list-style-type: none"> <li>• The community consultation process revealed that many in our communities believe inclusion to be at the core of our events and our organisation. Opposing this motion and allowing Police to march may demonstrate that our communities would like to continue to work with NSW Police Force to improve their relationship with LGBTQIA+ communities through improved practices.</li> <li>• The legacy of NSW Police Force marching in the Parade is important to many members of our community, as it demonstrates a significant development of relationships between community and police since 1978. Some community members also feel that their personal interaction with police, especially when victims of crime, represents a positive experience that we should celebrate.</li> <li>• Disallowing NSW Police Force to march may cause a situation in which LGBTQIA+ police officers, including GLLOs feel unwelcome to represent themselves in their full identity.</li> </ul>

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## Items of Business Requested By Members

### Resolution 2 – Mardi Gras Needs To Do More To Support Western Sydney & Regional NSW Queers

**Proposer**

Bryle Leano (29028629)

**Secunder**

Melissa Sukkarieh (26468)

*“This AGM moves that Mardi Gras needs to do more to support Western Sydney & Regional NSW Queers. This meeting of members advises that the Sydney Gay and Lesbian Mardi Gras (SGLMG) board:*

- a. *Mardi Gras as a priority (upon immediate commencement of the next Mardi Gras Board) reaches out to regional pride initiative (including, but not limited to- Parramatta Pride, Broken Heel Festival, Illawarra Trans and Friends Festival, Wagga Wagga Gras, Newcastle Pride) to discuss pathways for promotion and support;*
- b. *Mardi Gras develop and launch plans to commence an ongoing relationship with regional pride initiatives by July 2025 to support them annually;*
- c. *Mardi Gras takes an active role in campaigning to members & community about Western Sydney and Regional NSW, particularly against instances of LGBTQAI+ hate and vilification (such as drag bans and gay book bans);*
- d. *Mardi Gras campaigns through ongoing correspondence with the NSW Minister for Local Government and NSW Minister for Western Sydney about the need for greater support and protections at a local level in Western Sydney*
- e. *Mardi Gras campaigns through ongoing correspondence with the NSW Minister for Local Government and NSW Minister for Regional New South Wales about the need for great support and protections at a local level in Regional NSW;*
- f. *Mardi Gras investigates and actions any possibilities for a visibility campaign in Western Sydney and Regional NSW for support and protection for the LGBTQAI+ community; and*
- g. *Mardi Gras will investigate options for campaigning that include but are not limited to:*
  - *Social and multimedia,*
  - *Translates material to large ESL & Non-English speaking communities*
  - *Community signage (billboards, digital signage)*
  - *Local council lobbying*
  - *Ground campaigns (flyering, postering, petitioning)*
  - *Engaging with regional media (newspapers, regional TV stations, community radio)*
- h. *Mardi Gras reports to members by April 2025 about its plan for campaigning & actions this plan no later than July 2025*

## Explanatory Memorandum

### ***Description of Issue to Be Resolved:***

Mardi Gras is a civil society organisation and it should be fighting for those in our community left most vulnerable.

The unfortunate history of the modern LGBTQAI+ rights movement in NSW has been one with undertones of race and class disparity. During the Marriage Equality campaign, despite being a well-resourced and well-funded campaign, large parts of Western Sydney suburbia & regional NSW was left out of the conversation.

We saw communities from non-english speaking backgrounds left to hear about the plebiscite from 'No' campaigners, unchallenged. Queer people in those communities that were hoping for visibility & support were left without.

7 years have passed since that campaign, but the gap in the community has not been closer & grows wider still. We see a regression of basic rights like the ability to perform our art, or have books about us in libraries being encroached on by those who felt as though they won in 'No' voting electorates. We've heard reports from local councillors at NSW Local Government conference last year who heard local representatives across regional NSW and Western Sydney hurl homophobic and transphobic comments during debate.

### **Position:**

- Mardi Gras notes an uptake of violence and discrimination against the LGBTQAI+ community across Western Sydney- including the Belfield attacks on Trans right activists, and Cumberland City Council drag storytime & gay book bans
- Mardi Gras notes the recent and historical violence against the LGBTQAI+ community across regional NSW- including the killing of 25-year-old Trans woman Mhelody Bruno in Wagga Wagga in 2019, and the history of world's first ever gay only jail being Cooma Jail
- Mardi Gras commits to actively campaigning against LGBTQAI+ hate and discrimination across NSW, particularly focusing of Western Sydney and Regional NSW



***Why Should this Resolution Be Adopted:***

This motion hopes to ensure Mardi Gras leads the fight against hate and discrimination in NSW, particularly in the communities left behind. This motion is for the queer immigrants, refugees and working people across Western Sydney and Regional NSW who have felt like their Queer communities hasn't supported them. This motion aims to mend gaps and build solidarity where we need it the most.

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

The members will gain a clear political position and action on the rights queer people in Western Sydney and Regional NSW.

***What will the organization gain from this action?***

The organisation will gain a clear political position and action on the rights queer people in Western Sydney and Regional NSW.

***What risks are foreseen if this action is implemented? Do you believe the risks can be managed?***

None.

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## **Resolution 3 – Police Out Of Parade; Police Out Of Community**

### **Proposer**

Riley Brooke (29028210)

### **Seconder**

Damien Nguyen (26570)

*“This AGM moves that this meeting of members advises the Sydney Gay and Lesbian Mardi Gras Board that the NSW Police Force not be allowed to march in the Parade”*

### **Explanatory Memorandum**

#### ***Description of Issue to Be Resolved:***

The NSW Police Force has a vexed relationship with our community. The original Mardi Gras in 1978 was assaulted by police, with many detained, charged, and then outed.

Since that time there have been countless commissions and inquiries finding issues with police behaviour. Some of this behaviour is internal, with officers alleged to be spitting in the faces of co-workers or stripping them and cuffing them down. Much of this is turned outward to the community with uninvestigated hate crimes, police brutality, over-policing of queer events, and even deaths in custody of Blak trans women like Veronica Baxter.

This was a flashpoint in 2013 Mardi Gras with numerous complaints of police harassment and brutality. This became a flash point again this year with the alleged double homicide of two local gay men by a police officer using a police-issued weapon. This police officer had previously gone viral for tasing a Blak man to the face while on duty, and had been photographed prominently marching in the parade, armed and in uniform.

The Mardi Gras board took the correct stance of excluding NSW Police at that time, but after pressure from the government, relented to an out-of-uniform float. This float then marched in its own uniform with an additional guard of uniformed and armed police in breach of its arrangement.



Consequently, Mardi Gras held a series of community consultations at the urging of members. At these consultations, a diverse range of members of the LGBTIQ+ community shared story after story of their own mistreatment at the hands of the police, from profiling, harassment, physical violence, wrongful detention, and more – and their subsequent trauma as a result of police actions. Many expressed that they do not feel welcomed or comfortable in a space that uplifts the institution that has caused them so much trauma.

The consultations' overall findings were that a majority of our community are in favour of the exclusion of the police from the parade.

***Why Should this Resolution Be Adopted:***

Mardi Gras should reflect the wishes of the community.

Mardi Gras should be a place that welcomes and uplifts those in our community who experience violence, marginalisation and discrimination. It should not be a place that welcomes and uplifts the institutions responsible for this violence, marginalisation and discrimination.

The NSW Police should not be allowed to march in the parade, because a majority of our community supports this position, and because prioritising the inclusion of this institution means the exclusion of many groups of people who are or have been negatively impacted by the police.

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

Mardi Gras members who are part of groups historically attacked by police and the supporters of those members, will be secure in the knowledge that SGLMG takes the ongoing violence at the hands of the police seriously, and will not ignore existing and past discrimination.

***What will the organization gain from this action?***

The organisation will benefit from the boost in reputation associated with the act of integrity and solidarity demonstrated by this motion.

***What risks are foreseen if this action is implemented? Do you believe the risks can be managed?***

None.

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## Resolution 4 – Police In Parade

### Proposer

Mits Delisle (28554)

### Seconder

Savanna Peake (28914)

*“This AGM moves that Sydney Gay and Lesbian Mardi Gras:*

1. *Acknowledge its proud heritage as a movement and vehicle for inclusion and diversity*
2. *Respect that inclusion of organisations in Mardi Gras parade that have historically or continue to be sites of discrimination or oppression – including the NSW Police, religious institutions, or the military - represent an important marker of:*
  - a. *The fundamental work of LGBTQIA+ individuals within these organisations to affect positive and progressive change towards inclusion*
  - b. *The progress made by the LGBTQIA+ community to affect change.*
3. *That with respect to the NSW Police, Sydney Gay and Lesbian Mardi Gras make it a condition of participation in the parade that:*
  - a. *Participation be limited to members of NSW Police that identify as members of the LGBTQIA+ community*
  - b. *Members of NSW Police marching in the parade do not wear official police uniform or carry weapons*
  - c. *The Minister for Police report to the NSW Parliament annually on progress to fulfill the recommendations of the Sackar Inquiry into LGBT hate crimes*
  - d. *Sydney Gay and Lesbian Mardi Gras require broadcasts and communications about involvement of NSW Police to include the historical context of police interactions with participants of Sydney Mardi Gras*
  - e. *Participation of NSW Police be reviewed in 2029.”*



## **Explanatory Memorandum**

### ***Description of Issue to Be Resolved:***

The motion seeks to find agreement on the ongoing debate around the participation of the NSW Police in the Sydney Gay and Lesbian Mardi Gras parade.

### ***Why Should this Resolution Be Adopted:***

The history of Sydney Gay and Lesbian Mardi Gras is grounded in the historical context of tension between police and the LGBTQIA+ community.

The first Mardi Gras in 1978 saw horrific abuse and violence against LGBTQIA+ protesters at the hands of NSW Police officers. The violence of the first Mardi Gras also existed within the broader context of the police response to unsolved suspected hate crime deaths of LGBTQIA+ people between 1970 and 2010, as detailed in the NSW Special Commission of Inquiry into Lesbian, Gay, Bisexual, Transgender, Intersex and Queer (LGBTIQ) Hate Crimes (also known as the Sackar Inquiry).

The NSW Government's sincere and full apology to the victims, families and broader LGBTQIA+ community, as well as the establishment of Taskforce Atlas within the NSW Police Force, is a powerful acknowledgement that the work to resolve the fundamental issues raised in the Inquiry is significant and ongoing.

It is critical that we recognise and honour the lived experience of LGBTQIA+ people who have experienced discrimination and violence at the hands of NSW Police officers.

The debate as to whether there is a place for NSW Police to march in Sydney Gay and Lesbian Mardi Gras is a valid one and the Sydney Gay and Lesbian Mardi Gras Board should be congratulated for undertaking genuine and comprehensive consultation on the matter.

It is also important to note that a relatively small number of members participated in the consultation and that the response was mixed.



The LGBTQIA+ community recognises that the issue is complex and requires nuance. We have always done best at solving complex challenges when we sit down, find common ground, and negotiate a path forward that promotes the inclusion of LGBTQIA+ people seeking to make fundamental and real changes within organisations that have traditionally served as sites of oppression or discrimination. That is true of the NSW Police. It is true of the many religious organisations represented in the parade.

The motion seeks to acknowledge the lived experience of LGBTQIA+ people, embedding in any agreement around participation by NSW Police in the parade greater accountability. It also seeks to support LGBTQIA+ police officers seeking to affect positive and progressive change within the organisation.

The motion seeks to chart a path forward that holds NSW Police to account for its ongoing approach to LGBTQIA+ people in NSW, while also acknowledging how far we have come.

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

Passing this motion provides certainty around the participation of the NSW Police in the Mardi Gras Parade for a period of five years, while setting out important conditions on participation that reflect the lived experience of LGBTQIA+ people.

***What will the organization gain from this action?***

Passing this motion provides certainty to Sydney Gay and Lesbian Mardi Gras around the participation of the NSW Police in the Mardi Gras Parade for a period of five years, while setting out important conditions on participation that reflect the lived experience of LGBTQIA+ people.

***What risks are foreseen if this action is implemented? Do you believe the risks can be managed?***

Nil.

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## Resolution 5 – Equality Without Exceptions

### Proposer

Quay-Quay Quade (29028252)

### Seconder

Skye Predavec (29028236)

*“This AGM moves that this meeting of members advises that the Sydney Gay and Lesbian Mardi Gras (SGLMG) board:*

- 1. informs federal parliamentarians that they will not be welcome to SGLMG events until they end religious exemptions to discrimination and include our entire community in the census.*
- 2. informs state parliamentarians who opposed passing the Equality Bill in full that they continue to be unwelcome at SGLMG events.”*

### **Explanatory Memorandum**

#### ***Description of Issue to Be Resolved:***

The Labor government won power federally in 2022 with a promise of ending religious discrimination and including sexuality, gender identity, and intersex status in the census. These commitments have been breached while the Prime Minister has flirted with transphobia by doing interviews about how trans men can't be parents.

Labor at this time had power in all states and territories except Tasmania, and most states used this opportunity to take up a reform agenda on anti-discrimination. NSW parliament did not and has whittled the Equality Bill down and carved out anti-discrimination protections that protect queer workers to be indefinitely deferred to a committee.

#### ***Why Should this Resolution Be Adopted:***

It is vital that Mardi Gras uses our influence to push the government to respond to us.



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

Members will be able to attend Mardi Gras events freely and secure in the knowledge that transphobic politicians are not being tacitly or actively allowed to participate in queer spaces and know that Mardi Gras has taken an active role in pressuring politicians to implement social change.

***What will the organization gain from this action?***

Members will be able to attend Mardi Gras events freely and secure in the knowledge that transphobic politicians are not being tacitly or actively allowed to participate in queer spaces and know that Mardi Gras has taken an active role in pressuring politicians to implement social change.

***What risks are foreseen if this action is implemented? Do you believe the risks can be managed?***

None.

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## **Resolution 6 – Encourage Partners, Sponsors and Adjacent Organisations to Support Palestine**

### **Proposer**

Evan Gray (20992)

### **Seconder**

Mikhael Burnard (25914)

*“This AGM moves that this meeting of members advises that the Sydney Gay and Lesbian Mardi Gras (SGLMG) board:*

- 1. correspond to sponsors, procurement partners, and other partnerships seeking clarification for their position on boycott, divestment, and sanctions of Israel for its actions in Gaza; and,*
- 2. advocate to these organisations for ethical compliance with BDS principles.”*

### **Explanatory Memorandum**

#### ***Description of Issue to Be Resolved:***

In October of 2023, the state of Israel unleashed some of the most violent and bloody violence against Palestinians seen since the Nakba in 1948, with tens of thousands of people killed, wounded or displaced. In response, millions around the world have mobilised in solidarity with Palestine, including hundreds of thousands in Australia.

Despite this popular support for Palestine, the Albanese government has failed to condemn the actions of the IDF, and the Minns government in NSW attempted to intimidate and threaten pro-Palestine protests by unleashing hundreds of police. This is undemocratic and authoritarian behaviour and sets an unnerving precedent for future protests.

Mardi Gras, as an organisation with a historical basis in protest, must condemn and push back against this authoritarian creep.



***Why Should this Resolution Be Adopted:***

Queer people live in every community, including in Palestine, and standing in solidarity with the global queer community means standing in support of the oppressed, the persecuted and the marginalised.

SGLMG is a global beacon for the global queer community, as thousands of people each year come to Sydney to experience a vibrant, accepting queer culture. These people support us with their patronage, and in turn we must support them against violence, fear and intimidation.

SGLMG is an influential cultural institution that should stand clearly on the side of human rights.

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

Members will gain from having an organisation that more concretely and directly supports human rights here and abroad.

***What will the organization gain from this action?***

Members will gain from having an organisation that more concretely and directly supports human rights here and abroad.

***What risks are foreseen if this action is implemented? Do you believe the risks can be managed?***

None.

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## **Resolution 7 – To Review Mardi Gras Partnerships, Investments and Procurement Relationships**

### **Proposer**

Melissa Sukkarieh (26468)

### **Seconder**

Damien Nguyen (26570)

*“This AGM moves that this meeting of members advises that the Sydney Gay and Lesbian Mardi Gras (SGLMG) board:*

- 1. that Mardi Gras commit to conducting an ongoing review of its past, current, and prospective partnerships, investments and procurement relationships with reference to its ethics charter to commence by the beginning of 2025,*
- 2. that the process and outcomes of this review are to be relayed to the Mardi Gras membership through comprehensive annual reports and consultation processes on how Mardi Gras partnerships, investments and procurement relationships do or do not violate the ethics charter,*
- 3. that these annual reports disclose to members the financial contributions provided to Mardi Gras through all partnership, investment and procurement relationships.*

### **Explanatory Memorandum**

#### ***Description of Issue to Be Resolved:***

The Mardi Gras Ethical Charter exists to ensure all decisions are aligned with its vision, values, principles and promises.

Sydney’s enduring gay and lesbian Mardi Gras history found its radical roots deeply intertwined with the South African anti-apartheid movement. While 78ers were on the street demanding an end to police attacks on gays, women, and blacks, queer people at the time were equally standing in solidarity with the international movement fighting for the liberation of Black South Africans from the colonial apartheid regime.



Some of the most impactful actions being the boycott movement led by unions and organisations globally to bring an end to genocide.

Israel has established various systems and structures aimed at controlling Palestinian land, utilising military occupation, implementing demographic measures through forced displacement, and maintaining an apartheid-like governance system that privileges one group while restricting the rights of another.

Following more than 76 years of occupation and 13 months of ongoing genocide against Palestinian and Arab lives by the Israeli state, the international community once again seeks to bring an end to the colonial violence through the Boycott Divest Sanction (BDS) Movement: Boycotts of companies and institutions that are complicit in the oppression of the Palestine people, divestment from profit stemming from this oppression, and sanctions on Israel until it stops commit human rights violations.

This movement is a recognition that no organisation that stands for human rights can align itself financially with an apartheid state that commits human rights violations. Mardi Gras as a democratic organisation has an ethical responsibility to respond to this egregious conflict by enacting a review of its Ethical Charter and bring all partnerships, investments, and procurements in line with an ethical and moral standard.

***Why Should this Resolution Be Adopted:***

Mardi Gras as a global leader in the promotion of diversity, inclusion, equity and social justice through culture, creativity and partnerships has a responsibility to respond to calls for international solidarity and stand with queer people globally as they suffer injustice.

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

Members will gain from having an organisation that more concretely and directly supports human rights here and abroad.

***What will the organization gain from this action?***

Members will gain from having an organisation that more concretely and directly supports human rights here and abroad.

***What risks are foreseen if this action is implemented? Do you believe the risks can be managed?***

None.

## Resolution 8 – Amex Oppresses Sex Worker Income

### Proposer

Eunice Gutierrez (2902833)

### Seconder

Damien Nguyen (26570)

*“This AGM moves that this meeting of members advises that the Sydney Gay and Lesbian Mardi Gras (SGLMG) board:*

- a. Ending the corporate sponsorship of the SGLMG festivities by American Express*
- b. Publicly condemning financial discrimination of sex workers by corporations, financial services and individuals such as, but not limited to, AMEX, VISA/Mastercard, Westpac, NAB, Commonwealth Bank and ANZ*
- c. Publically apologising to the sex work community for harm and exclusion*
- d. Furthermore, officially endorse comprehensive anti-discrimination legislation that explicitly protects sex workers against forms of discrimination, such as, but not limited to, recommendations made for the protection of sex workers under the Equality Legislation Amendment (LGBTIQA+) Bill 2024; Part 4H Discrimination on ground of sex work.*
- e. Publicly endorse national and state decriminalisation campaigns with recommendations to legislation that Scarlet Alliance and peer-based state sex worker organisations, including Respect QLD and SIN S.A have supported.*

## **Explanatory Memorandum**

### ***Description of Issue to Be Resolved:***

Mardi Gras' sponsorship with American Express 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.

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 shut down 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.

This action also negatively impacted Australian sex workers, who also had made use of Backpage for work. Anti sex work activity in the United States, due to the ubiquity of their tech industry, has a direct impact on sex workers in Australia, despite here in NSW and other states having laws which provide a level of decriminalisation of their work.

We cannot allow hard fought rights of sex workers to be eroded by corporations, including Amex. To make a declaration for sex worker rights, Mardi Gras must sever ties with Amex.

It then must put its support behind positive legal change for sex workers in Australia. Such support should be full decriminalisation in NSW, and sex workers being included in the Anti-Discrimination Act.

### ***Why Should this Resolution Be Adopted:***

It has been apparent that financial service providers, such as, but not limited to, AMEX, have been denying the usage of its platforms based on deeming sex work a criminal activity thereby discriminating against sex workers.



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

The members will gain a clear political position and action on the rights of sex workers.

***What will the organization gain from this action?***

The organisation will gain a clear political position and action on the rights of sex workers.

***What risks are foreseen if this action is implemented? Do you believe the risks can be managed?***

None.

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## **Resolution 9 – LGBTQIA+ Workers During Sydney Gay and Lesbian Mardi Gras**

### **Proposer**

Willow Lont (29028632)

### **Seconder**

Melissa Sukkarieh (26468)

*“This AGM moves to commit to supporting LGBTQIA+ workers during Sydney Gay and Lesbian Mardi Gras. This meeting of members recommends to the board:*

- a. Mardi Gras expresses public support for establishing Parade Day as a state-wide public holiday, ensuring that workers are fairly compensated for their work during this day.*
- b. Mardi Gras write to the state premier to express their support and commitment to establishing Sydney Gay and Lesbian Mardi Gras Parade Day as a public holiday.*
- c. That Mardi Gras engage with City of Sydney Mayor and other Inner West LGNSW councillors to express support for establishing Sydney Gay and Lesbian Mardi Gras Parade Day as a public*

### **Explanatory Memorandum**

#### ***Description of Issue to Be Resolved:***

Every year during Sydney Gay and Lesbian Mardi Gras, the City of Sydney and New South Wales experience a significant economic boost from tourism and increased traffic. Not only does this serve to benefit Mardi Gras as an organisation, but it also offers a boost for commercial venues, including bars, entertainment venues, and retail stores, who are otherwise unaffiliated with Mardi Gras itself.



At the centre of this increased trade, are the workers who keep the culture alive. Specifically, along Oxford Street and Newtown, LGBTQIA+ and allied workers who continue to drive the atmosphere of Parade Day, despite receiving little in terms of compensation. Despite the massive boost that venues receive from Mardi Gras Parade Day and other celebrations during the festival, workers are shortchanged in their roles during the season.

As it stands, LGBTQIA+ staff at the University of Sydney are offered an additional day of leave, citing Mardi Gras Parade Day as an extremely significant cultural event. For queer workers, the Mardi Gras Parade Day is a significant cultural event that represents history and celebration of identity and inclusion.

Mardi Gras as it stands, does not offer significant enough worker participation, considering the lack of leave offered to many queer workers, and the lack of compensation for queer workers who are working on Parade Day in workplaces across the state, continuing to champion the queer spirit outside of the Parade itself.

***Why Should this Resolution Be Adopted:***

By supporting a State-wide public holiday for Parade Day, Mardi Gras would be officially endorsing queer workers everywhere, allowing them to take leave to celebrate this significant cultural day. Additionally, a public holiday would support queer workers in hospitality and retail across the state on Parade Day, offering them Public Holiday penalty rates for their work and support in making Mardi Gras the celebration that it is.

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

The members will gain a clear political position and action on supporting LGBTI+ workers.

***What will the organization gain from this action?***

The organisation will gain a clear political position and action on supporting LGBTI+ workers.

***What risks are foreseen if this action is implemented? Do you believe the risks can be managed?***

None.

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## **Resolution 10 – Safety Summit**

### **Proposer**

Evan Gray (20992)

### **Secunder**

Rohen Snowball (290115)

*“This AGM moves that this meeting of members recommends to the board:*

- 1. Mardi Gras commit to holding an in-person safety summit open to Mardi Gras members and non-members in collaboration with the City of Sydney, Inner West Council, Sex Worker Outreach Project, Scarlett Alliance, Inner City Legal Centre, Aids Council of NSW, and Twenty10.*
- 2. That this summit be held across two days in September 2025 without the involvement of New South Wales Police or Australian Federal Police, or Australian Border Force to address and discuss the topics of Sex Worker Safety, Local Council Drag Bans, and Drug Safety, with two hours dedicated to each topic.*

### **Explanatory Memorandum**

#### ***Description of Issue to Be Resolved:***

There are ongoing issues with violence by both the far right, and the police, toward queer people.

This has seen bashings, threats, bans on drag queen story time and library books featuring gay families, and right-wing rallies against 'groomers'.

The standard response to these is often to call the police, but this is not a solution. Police advocate for the cancelling of these events when called and are threats for other situations particularly for drug users and sex workers.

We need community-led solutions to both the far right, and over-policing. This summit would ensure there was a genuine community conversation to develop solutions to these issues.



***Why Should this Resolution Be Adopted:***

Mardi Gras is well placed to work with councils, NGOs, and other stakeholders to initiate this kind of summit which is urgently needed given the far-right attacks on our community.

And it would support the organisation in the running of its own events where people are currently harassed by sniffer dogs. It also is a clear follow up from the decision by members to cancel the Accord and allows for us to explore alternative measures.

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

The members will gain a clear political position and action on community lead safety solutions.

***What will the organization gain from this action?***

The organisation will gain a clear political position and action on community lead safety solutions.

***What risks are foreseen if this action is implemented? Do you believe the risks can be managed?***

None.

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## **Resolution 11 – To Expand Mardi Gras Ethics Charter**

### **Proposer**

Jean Fitzgibbons (290113)

### **Seconder**

Rohen Snowball (290115)

*“This AGM moves that this meeting of members advises that the Sydney Gay and Lesbian Mardi Gras (SGLMG) board:*

- 1. that Mardi Gras expand its ethics charter to clarify which practices it recognises to be in violation of its commitment to standards of human rights and to release this charter to the public as a matter of transparency,*
- 2. that Mardi Gras recognises support or direct complicity in genocide, apartheid, ethnic cleansing, and the detention and deportation of refugees as human rights violations that conflict with the organisation’s values,*
- 3. that Mardi Gras recognises that firms operating without a union agreement, or firms that pay workers below minimum wage through use of Disability Enterprise, prison labour, or sub-standard offshore contracts all constitute unethical labour practices that conflict with the organisation’s values.*

### **Explanatory Memorandum**

#### ***Description of Issue to Be Resolved:***

As it stands there is a lack of clarity and comprehensiveness in the current Sydney Gay and Lesbian Mardi Gras (SGLMG) Ethical Charter regarding specific human rights issues. While the existing charter is intended to guide ethical decisions and align them with the organization's values, it falls short in providing explicit stances on critical human rights violations, such as apartheid, genocide, ethnic cleansing, and the detention and deportation of refugees. This ambiguity leaves room for partnerships or investments that could inadvertently conflict with Mardi Gras’ ethics and the values of the queer community broadly.



The motion therefore seeks a clear expansion of the charter to include definitions of human rights violations and unethical labor practices, such as non-union agreements, sub-minimum wages, and exploitative labor sources. By addressing these gaps, Mardi Gras can better ensure alignment between its values and its partnerships, procurement, and investments.

Last year, Mardi Gras supported a motion calling for a ceasefire in Gaza in recognition of the immense loss of life and destruction caused by the State of Israel. However, the current Ethical Charter does not clearly articulate Mardi Gras' intolerance toward persecution. For Mardi Gras to act in alignment with its commitment to human rights, the Ethical Charter must be expanded to condemn such violations unequivocally.

Ultimately, the expanded charter should be made public to demonstrate Mardi Gras' commitment to transparency and to solidify its ethical stance as a leader in advocating for human rights and justice across its community and partnerships.

***Why Should this Resolution Be Adopted:***

A new, publically available ethics charter which specifically articulates that which the organisation finds to be human rights violations will give members and the wider public confidence in SGLMG as an ethical organisation they are proud to engage in.

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

Members will gain from having an organisation that more concretely and directly supports human rights here and abroad.

***What will the organization gain from this action?***

The organisation will gain integrity and a closer adherence to the Objects as stated in the constitution; being broadly the benefit of the LGBTQIA+ and wider community.

***What risks are foreseen if this action is implemented? Do you believe the risks can be managed?***

None.

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## **Resolution 12 – Mardi Gras Supporting Freedoms and Dignity for Trans Women in Detention**

### **Proposer**

Damien Nguyen (26570)

### **Seconder**

Quay-Quay Quade (29028252)

*“This AGM moves that this meeting of members advises that the Sydney Gay and Lesbian Mardi Gras (SGLMG) board:*

- a) *publicly endorses Scarlet Alliance’s Asian Migrant Sex Worker Advisory Group’s campaign to Demand freedom, dignity and safety for trans women in detention.*
  
- b) *signs on and inform Tony Burke, the minister for Home Affairs and Immigration, of the demands listed in the campaign:*
  1. *End profiling and turning back of Asian women at the border.*
  
  2. *Dignity and safety for transgender people in immigration detention.*
  
  3. *End mandatory detention of people awaiting immigration decisions and outcomes.*
  
  4. *No deportations to danger. End the practice of deporting people seeking asylum.”*

## **Explanatory Memorandum**

### ***Description of Issue to Be Resolved:***

A Southeast Asian transgender woman in Villawood Detention Centre has been detained for over 12 weeks (as of October 29th, 2024), denied access to essential medical care, including hormones for 8 weeks, under constant visual scrutiny by male guards and living without any privacy or personal space.

After working for years as a flight attendant, discrimination from her employer on the basis of her gender identity led to her unemployment. Upon flying into Australia 10 weeks ago, Border Force agents racially profiled her, detained her and searched her phone. They found 'sexy videos' and a listing on an escort website and, on that basis, placed her in immigration detention pending deportation.

The story above belongs to one of many migrant transgender women who has been dehumanised by the Australian Federal Police, the Australian Border Force and Villawood Detention Centre's management, Serco Group plc. These are human rights violations threatening the dignity and safety of trans asylum seekers, one of the most precarious demographics of our community.

### ***Why Should this Resolution Be Adopted:***

Mardi Gras, as an organisation that represents queer people, must take a position on this issue and join the campaign calling on Tony Burke, the Minister for Home Affairs and Immigration, to bring these women back into the community where they belong.

### ***What will members gain from this action:***

The members will benefit from the integrity demonstrated by this act of solidarity with marginalised and discriminated communities.

### ***What will the organization gain from this action?***

The organisation will benefit from the integrity demonstrated by this act of solidarity with marginalised and discriminated communities.

### ***What risks are foreseen if this action is implemented? Do you believe the risks can be managed?***

None.