

MAHMOUD, VOLUNTEER
"I moved to Australia from Iran, and it's
an honour to be here and working with
people who are here to help each other
and work towards to an end to HIV."



MARIO, VOLUNTEER
"VAC events are often on when I have spare time to volunteer and make a difference. I like meeting new people and contributing to our communities' health and wellbeing."

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# RIAN, VOLUNTEER "Facilitating Young & Gay has allowed me to see people flourish, learn, and interact with other people at a stage when they don't know many others in

similar circumstances, and they form a bond."



# GREG, VAC PRESIDENT "This is an incredible time. HIV has become a chronic manageable condition. There have never been so many tools at our disposal to prevent HIV. The epidemic has been transformed, and VAC is at the forefront of that change."

# PRESIDENT'S REPORT

'Act now! PrEP works! The science is there, the facts are in. PrEP prevents HIV. PrEP has the ability and the power to change what the HIV epidemic means and it has the ability to end HIV in Australia.'

These words by John Manwaring, former board member of VAC, point to the fact that we are a community of people poised on the edge of witnessing some of the most profound changes to how we prevent and treat HIV since the introduction of highly active anti-retroviral therapy in 1996. We, the members and friends of VAC, need to embrace these new technologies and add them to our existing suite of HIV-prevention tools. We can be justifiably proud of the work undertaken over the past 12 months by our staff in continuing one of the prime purposes of VAC: delivering HIV prevention, education and health promotion to gay men. With PrEP and early treatment, along with our community resolve, ending HIV is within our reach.

#### A BROADER SCOPE FOR VAC

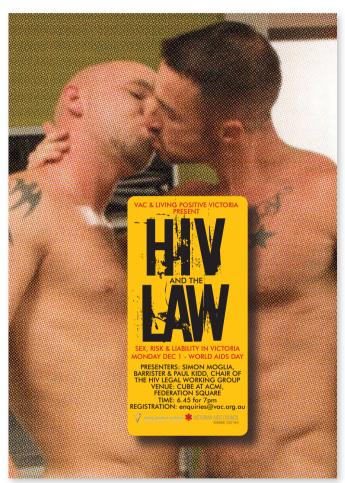
As John said, the science is there, the facts are in. VAC understands the science and prides itself on being an organisation that uses an evidence-based approach to its work. VAC is an organisation that has enjoyed significant success this year as we have used our resources and our intellectual property, developed and honed over three decades, to win significant new ventures. We have forged effective partnerships in South Australia, in Bendigo, with beyondblue, and running alcohol and other drug programs. VAC is always open to, and seeks out, innovative and dynamic ways of getting our central messages out to our target populations and positively enlarging our impact.

Well done to our CEO Simon Ruth, the management team, and all

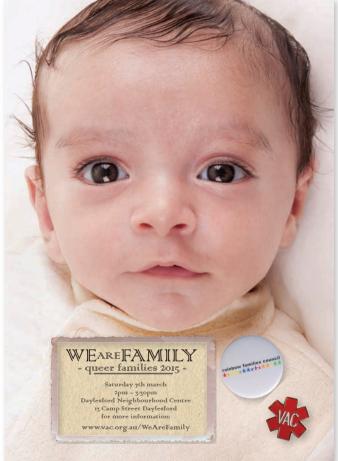
VAC staff on the incredible achievements of this year. VAC is being recognised as a leading agency in our sector, and for this, we, the members, proudly thank you.

#### VAC INVESTS IN THE FUTURE

At the Annual General Meeting last year, I spoke of the need to realise the value inherent in the land upon which the Peter Knight Centre sits in South Yarra. How proud the Board was in early September when we were able to sign a contract of sale for our property for \$14.6M. It is a staggering result and one underpinned by very wise investments







made by an earlier board when they purchased the building for \$675,000 in 1993. As current President, I can assure you that the Board has put strong and rigorous processes in place to ensure the proceeds are managed exceptionally well and will work for the organisation until we call on those proceeds to address our future facility requirements. Our Investments Committee, once constituted, will oversee the wise and prudent financial management of these funds for our organisation. I want to take this opportunity to thank the Facilities Committee for their extraordinary work in getting us to this outcome and also our partners Urbis and CBRE Australia.

## THE HEART OF VAC - VOLUNTEERS

It has been an honour to be President of VAC for another year. I have enjoyed working closely with a very talented and hard-working Board, whom I would like to thank for their support and encouragement. Our volunteers never cease to amaze us with their generosity and commitment to what VAC stands for, the work we do and the people we support.

Greg Carter, President



CRAIG, VAC BOARD MEMBER
"I love working with the other dedicated, passionate volunteers on our Board. The range of work we are involved in is amazing, from regional and interstate initiatives, to our advocacy around the provision of PrEP."

## **BOARD'S REPORT**

We gained three talented new members at the November 2014 election, with Chrissie Feagins, Chad Hughes and Michael Tippett all elected to VAC's Board of Directors. Following the resignation of John Manwaring, Craig Burnett was appointed in September 2015, and will bring diversity to the Board by providing strategic advice on how VAC can better engage young people. Craig is looking forward to giving back to a community that has given him so much.

#### STRATEGIC PLAN

In February 2015 the Board evaluated the Strategic Plan 2012–2017 and refined some discrete aspects. In particular, we have incorporated the 'social business' model of health—this underpins our dual purpose of the elimination of HIV transmissions and working in partnership to improve health outcomes for sexually and gender diverse communities. We also recalibrated our values to take into account the highly successful campaign rolled out during the AIDS 2014 conference: Working Together.

#### **FACILITIES COMMITTEE**

The Facilities Committee was established to oversee the sale of the

Peter Knight Centre at 6–8 Claremont Street, South Yarra, which has greatly served our community for over 20 years. The Facilities Committee worked tirelessly with consultants at Urbis and with realtor CBRE between December 2014 and August 2015 to produce the best return it could. The Board is proud of its achievement in terms of the sale price and flexible lease terms, allowing VAC sufficient time to relocate to a new facility. The committee and the Board will now identify a future facility able to serve the organisation's needs, the needs of our members, and our community.

#### **MEMBERSHIP COMMITTEE**

The Membership Committee was formed to look at streamlining and modernising VAC's membership processes. The committee continues to evaluate the value of membership, the types of membership that exist, and how they could be enhanced, as well as appropriate recognition for the great work of our volunteers. Working alongside VAC staff, a great outcome was the online membership renewal process—this year, 60 per cent of membership renewals used this method.



THIS YEAR WE REFINED OUR STRATEGIC PLAN TO UNDERPIN OUR DUAL PURPOSE TO ELIMINATE NEW HIV TRANSMISSIONS AND TO WORK IN PARTNERSHIPS TO IMPROVE HEALTH OUTCOMES.



THIS YEAR WE SAID GOODBYE TO 6 CLAREMONT STREET WITH THE SALE OF THE BUILDING. OVER THE NEXT TWO YEARS WE WILL ENTER INTO A SET OF PROCESSES THAT WILL RESULT IN A NEW HOME TAILOR MADE FOR US.

#### **GOVERNANCE COMMITTEE**

The Governance Committee meets monthly, and looks at projects that engage VAC in new business ventures such as the work that will be conducted in South Australia in consultation with SHine SA. In consultation with the Finance, Risk and Audit Committee, the Governance Committee has also designed terms of reference for a new Investment Committee, which will provide strategic advice to the Board on effective and sound investment management.

## FINANCE, RISK AND AUDIT COMMITTEE (FRAC)

The FRAC meets monthly to evaluate and mitigate risk across all of VAC and its various operations. The committee is developing policies for evaluating the 'true cost' of operations and has developed a contracts template which will mitigate risk in transactions between suppliers and VAC.

#### **POLICY COMMITTEE**

The Policy Committee has considered and is developing positions on a range of issues impacting public health outcomes for GLBTI communities including: marriage equality, euthanasia, the use of

medicinal cannabis, discrimination in blood donation, and criminal law reform. The committee is made up of Board members and members of the community with an interest in the development of legal, health and social policy reform.

### RESEARCH, ADVICE AND PROMOTION COMMITTEE

The Research, Advice and Promotion Committee monitors, and where appropriate, endorses research that VAC has been asked to support.

#### **REMUNERATION COMMITTEE**

Active for the first time this year, the Remuneration Committee formally reviewed and benchmarked remuneration for the CEO and Senior Management Team.



SIMON, VAC CEO

"It seems like the last year has seen
a rekindling of the activist spirit in the
organisation. The energy around the
new advances in biomedical prevention
is phenomenal."



IN PARTNERSHIP WITH LIVING POSITIVE VICTORIA, WE DEVELOPED AN ELECTION PLATFORM THAT WAS AN EFFECTIVE LOBBYING TOOL AROUND ISSUES SUCH AS THE REPEAL OF \$19A AND ACCESS TO TREATMENT.

## **CEO'S RFPORT**

This year started off with the culmination of months of planning and hard work as Melbourne hosted the International AIDS Conference – AIDS 2014. The conference truly marked a new pace for VAC. Hundreds of new volunteers joined VAC for the first time, and we partnered with Victorian Trades Hall Council to shut down the city as 6,000 people marched from the Melbourne Convention and Exhibition Centre to Federation Square to protest inaction on HIV globally. The march was followed by a VAC members' event at the Melbourne Recital Centre – the first in a series of events for VAC members.

Following the conference, we looked toward November's Victorian State Election, launching a joint election position with Living Positive Victoria – HIV/AIDS: What Your Government Can Do. We outlined ten actions points to be addressed by the next Victorian Government. Following those efforts, we saw PRONTO! funded for a further four years as well as the passing of the Crimes Amendment (Repeal of Section 19A) Act 2015 and the end to a stigmatising law in Victoria that discriminated against those living with HIV. VAC continues to enjoy strong bipartisan support from government.

#### PREPARED FOR PrEP

The new pace has been one maintained by the community as well.

The dialogue and demand around the introduction of pre exposure prophylaxis (PrEP) for the prevention of HIV has gained an incredible amount of momentum. In fact, recent grassroots advocacy has reminded us that the growing demand for this important tool in the ongoing efforts to prevent the transmission of HIV are moving much faster than the current government timelines for approval. We will continue to work with the community to ensure PrEP is accessible and affordable for those who need it.

#### **TALKING TOGETHER**

VAC facilitated more discussions about a broader range of issues facing out gender, sex, and sexually diverse community. Through our community forum series, we have partnered with various community organisations to host discussions around rainbow families, culturally and linguistically diverse members of our community, drug use, and the sexual practices of our community. Most notably, we hosted the Midsumma Hypothetical "MJ Loves Tina, Charlie's Chasing Harry." Using a format made popular by Geoffrey Robertson in the 1980s, we introduced a new generation to the unique panel format where we had the likes of Australian Human Rights Commissioner Tim Wilson and comedian Judith Lucy woven into a fabricated storyline to talk through an array of







THE ORGANISATION DEVELOPED AND HOSTED A "HYPOTHETICAL" DISCUSSION DURING THIS YEAR'S MIDSUMMA FESTIVAL. THIS HIGHLY SUCCESSFUL EVENT EXAMINED RECREATIONAL DRUG USE IN OUR COMMUNITY.

social issues. The event proved so popular that tickets for the free event had to have a second release and opened to a packed room in Melbourne Town Hall. You can expect it to become a staple in the Midsumma festival.

#### **OUR PARTNERS**

For VAC, our community partnerships are paramount if we're to ensure the ongoing health and wellbeing of our community. In late 2014, we began working with ReGen and Inner South Community Health to deliver Victoria's only Alcohol and Other Drug Service targeting the LGBTI community. We partnered with SHine SA to establish SAMESH in Adelaide, which makes us the only AIDS council working in more than one state. Through support from beyondblue and the Movember Foundation, we have also begun a national web-based project focussing on the mental health of men either living with HIV or coming out later in life. This project is a partnership with ACON, the Centre for Social Research in Health (UNSW), Liquorice, Living Positive Victoria, and GAMMA NSW. In March 2015, we hosted Australia's first Lesbian, Bisexual and Queer Women's Health Conference in partnership with beyondblue, the Rainbow Network, and the Australian Lesbian Medical Association. The conference is likely to become an annual event with ACON

coming on board to support it in 2016 and possibly host it in Sydney in 2017. In partnership with VACCHO, VAC employed our first Aboriginal Community Worker this year. We've maintained our longstanding relationships with local community businesses, sports clubs, media outlets, and community groups to ensure that as we continue this new pace, we do so working together.

The past year has certainly been a time for reflection on where we've come from, and that legacy is taken into account as we plan for our future. As recent biomedical advances in both treatment and prevention change how Victoria tackles HIV, VAC is ready to lead those changes. We will do this through the ongoing dedication of our staff, Board, volunteers, members and through the strength of our partnerships. VAC will continue to provide trusted leadership in the community as we evolve and provide innovative programs, projects, and services. And we will do so with you – the community we serve.

Simon Ruth, CEO







'KINK' WAS AT THE FOREFRONT OF THE DOWN AN' DIRTY WEEKEND.

# 1 Down an' Dirty Weekend

Following advice from the SAM (sexually adventurous men) Action Group, the SAM Project organised a series of events in partnership with The Laird Hotel, VicLeather, Eagle Leather, Mannhaus and Club 80 in late May and early June 2015.

The Down an' Dirty Weekend over 30–31 May launched a whole week of events, which included workshops around different sexual practices; forums on sex, porn, drugs and relationships; a dance party; and even a night of 'Kinky Comedy'. Hosted at The Laird, the dance party PRICK! also served to launch Sexy Tests, a new video campaign marketing VAC's PRONTO! rapid testing clinic.

Community turnout at all the events was excellent, and in part driven by the attendance of a few well known international guests: comedian John Pendal and US porn stars Dirk Caber and Jesse Jackman. The three guests participated in events throughout the week, including sitting on a number of panels at the community forums.



OVER 1700 BUSINESSES FORM THE CHAPEL STREET TRADERS ASSOCIATION.

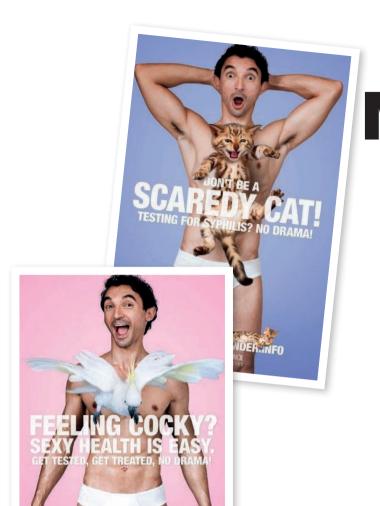
# 2 Chapel Street Traders Association

2014–15 saw VAC develop a new partnership with the South Yarra business community by joining the Chapel Street Traders Association and VAC's Partnerships Manager John Hall taking a position on its Committee of Management.

The precinct has a long history with the GLBTI community and was the birth place of Pride March in Victoria. Now, the association wants to revisit its history, engage the community, and renew its commitment to supporting GLBTI people and people affected by and living with HIV.

The association has been keen to support the work VAC does around health and wellbeing and is actively promoting VAC along Chapel Street using its digital displays. We are also featured prominently on their website.

Over 1700 businesses belong to the association, so it's an opportunity for VAC to forge commercial relationships and raise our profile with local businesses. This will be particularly important for opening up potential fundraising activities around World AIDS Day.





GARETH, VOLUNTEER "Starting with AIDS 2014, volunteering for VAC has meant I get to do a wide range of things. I do Outreach and assist at various events including ones for the Sexually Adventurous Men Project - it's all great!"

# 3 The Drama Downunder

DRAMADO

The Drama Downunder campaign is one of the most widely recognised sexual health campaigns in Australia. VAC developed the campaign at the request of the Australian Federation of AIDS Organisations (AFAO) due to increasing rates in sexually transmitted infections, both here in Victoria and around the nation. Since launching in 2008 the campaign has involved a range of different images that have been seen all around Melbourne.

In 2014–15 Drama Downunder received a major overhaul to keep the messaging and campaign engaging. Previous images have usually featured darker backgrounds and colour schemes, but this year's images were bright and colourful.

This year's overhaul also came with a theme: humorous wordplay and imagery around animals, such as a picture of a cockatoo with the tagline: "Feeling Cocky? Sexy health is easy. Get tested, get treated, no drama!" Add in a cute kitten, a playful dog and floating fish, and the campaign was reinvigorated and infused with a lot of fun to help de-stigmatise getting a sexual health check-up.

# Melbourne Gay Community Periodic Survey

Since the summer of 1998, VAC has supported the Annual Gay Community Periodic Survey, a project of the Centre for Social Research in Health at the UNSW. The survey is an important snapshot of the lives of gay and other men who have sex with men in Melbourne from year to year. Over time, a picture emerges of changes in sexual practices and partnering habits, HIV and sexually transmissible infection (STI) rates, HIV and STI testing habits, and substance use.

The survey period starts each year at the annual Midsumma Carnival and continues for a week in medical clinics including PRONTO! and the Centre Clinic, pubs, nightclubs and sex-onpremises venues. As well as the usual face-to-face recruitment at gay social venues and events, this year we recruited participants online for the first time through Facebook. 19 per cent of men completed this version of the survey, allowing us to capture a different demographic sample compared to those recruited faceto-face.



A TYPICAL POSTER USED BY THE OUTBEACH TEAM.

# 5 Volunteer Award for Outreach Team

As part of National Volunteer Week in May 2015, the VAC Outreach team was awarded one of the 2015 Minister for Health Volunteer Awards. Presented by Minister for Health Jill Hennessy, the awards recognise both longstanding volunteers and promising young volunteers who have dedicated their time to improving the health and wellbeing of the Victorian community.

VAC Outreach volunteers work to improve the sexual health and wellbeing of gay and other same-sex attracted men by providing a peer-based support service in sex-on-premises venues, clubs, and online communities.

The Outreach program has been going for over a decade now, and it was fantastic for our hard-working volunteers to be recognised by the Victorian Government.

The program is not only a vital component of sexual health education in our community, the Outreach volunteers act as signposts for gay, bisexual and trans men, connecting them to important services such as rapid HIV testing, access to PEP, counselling, and alcohol and other drug support services.

# 6 Quilt Block 106

For many years the AIDS Memorial Quilt Project has been endeavouring to have Block 106 of the quilt returned from the Powerhouse Museum in Sydney. Behind these attempts was the unswerving belief of two parents, Cheryl and Alby Oliver, determined to see their son Darren's panel hanging in the Positive Living Centre on World AIDS Day.

Approaches to museum's conservators over many years fell on deaf ears—it seems in NSW the quilt was seen as a historical artefact. However, in Victoria it remains part of the community fabric, a living document standing as a testament to the lives and the memory of many fallen.

VAC paid a personal visit to Powerhouse to explain our view, and the museum offered to make quilts available for any family members to view as "there are now cheap airfares". They had a change of heart when it was put to them that these families had already paid the ultimate price.

Block 106 was returned in mid 2015, and will be displayed on World AIDS Day 2015.





# 7 Kevin & Wayne

Notifications of syphilis have been increasing over the past few years, both here in Victoria and nationally. In response, VAC came up with a new and innovative way to capture the interest of gay and other men who have sex with men and deliver messages around the symptoms, transmission routes, testing guidelines, and treatment options for syphilis.

VAC commissioned popular animator Michael Cusack, best known for his Damo and Darren series, to work in his distinctive visual style to create a web animation featuring a discussion about syphilis between a regular guy, Kevin, and his talking cat, Wayne.

Kevin and Wayne was distributed via social media in February 2015 and by the end of the financial year had over 40,000 views—a great success in terms of engagement. There are plans to create more in the next financial year using the same light-hearted and comical tone to supply sexual health messaging.



In February of this year, VAC and SHine SA successfully tendered for a new sexual health service in South Australia. SA Mobilisation & Empowerment for Sexual Health or SAMESH is a service that combines the expertise of local knowledge and networks of SA's peak sexual health organisation with the HIV-specific experience, community-led competence, and credibility of Australia's oldest AIDS council.

The service has been fully recruited, and the staff are involved in a broad range of activities including peer support, campaign implementation, volunteer recruitment, resource distribution and community engagement.



HONIE, VOLUNTEER
"I saw VAC online and thought 'this is an organisation I want to be a part of.'
And seriously, I now love everyone at the PLC. I laugh the whole time - it's fantastic!"



# 9 STAYING NEGATIVE

This year Staying Negative continued to publish stories that address the everyday complexities of living as a gay, bisexual or trans man through the sharing of personal experiences.

We have had the opportunity to have so many outstanding individuals share their story on our Staying Negative campaign. These included a young man sharing his female to male transition story, a young deaf man from Hong Kong finding his feet in Melbourne, as well as celebrity porn stars Dirk Caber and Jesse Jackman.

Dirk and Jesse, who are sexual health advocates, came over in May this year to share their knowledge on leather and BDSM through a series of events and parties. In their Staying Negative stories, they talked about what it's really like in the porn industry, navigating a relationship whilst being a porn star, and everything in between.



# 10 Community Support: Tim

Tim, 38 years old and a survivor of childhood trauma, had a history of disengaging from support services and was reluctant to leave his flat for shopping or appointments.

He was referred to the Royal District Nursing Service (RDNS) when he was restarting HIV medication, and RDNS linked him to VAC Community Support's Tuckerbag Meals program to assist with his nutrition.

Tim enjoyed chatting to the volunteer who brought his fortnightly delivery of recipes and ingredients and then spent the day cooking. He proudly showed his RDNS nurse all the meals he had stored in his freezer.

After three months of Tuckerbag deliveries, Tim had gained three kilos, had restarted HIV medication, and was attending appointments regularly. He was ordering food online and continuing to cook healthy meals using the Tuckerbag recipes. He had a dog from the RSPCA and was getting out to the park several times a week, chatting to other dog owners.

Thanks to our Community Support workers, Tim is no longer socially isolated.



# 11 Community Support: Daphne

Daphne, an 83-year-old woman living with HIV, was very unwell when she moved to Melbourne from interstate nine years ago to live with her daughter's family. She missed having her own home, did not like being dependent on her family, and feared the future.

The Royal District Nursing Service referred Daphne to VAC Community Support, and volunteers started taking her to medical appointments. Daphne's health improved and she now lives independently in her own unit, where Community Support volunteers visit each fortnight for a coffee and a chat.

She also enjoys going out to lunch with other clients of her Support team, and they are inspired by her optimistic outlook.

When Daphne went to her first social activity with other clients — mainly gay men — she wondered what she had got herself into.

"But now I feel like I am with my sons," she says.

"And I have regained my independence and my dignity."



## 12 The David Williams Fund

Over the past financial year, the David Williams Fund (DWF) has approved nearly 1000 applications for financial assistance, providing essentials such as food, medical costs, whitegoods, bedding, and even vet bills.

Many people living with HIV have been unemployed for long periods of time, and to get back into the work force can be difficult when people lack skills and confidence. Returning to study can help people build skills, confidence, self-esteem, and a sense of achievement. The past year has seen us assist 35 individuals to achieve this goal.

DWF's financial counsellors provide independent information, options, support, and advocacy to assist people in financial difficulty. Over the past year we've conducted 1070 financial counselling sessions, helping people develop the skills, knowledge, and confidence to take control of their own financial situation.



# 13 The Positive Living Centre (PLC)

Of the myriad services offered through the PLC, our Nutritional Services Program continues to see increased demand. In the past year, nearly 5500 nutritious and diverse meals were prepared for the Positive Living Centre's clients with extremely positive feedback.

The kitchen was again recognised by Stonnington Council for achieving a high level of compliance in food safety, which is a reflection of the hard work of Ram and his devoted team of volunteers

The improved Pantry service, which provides basic groceries to people experiencing financial hardship, has seen an increase in its use given the broader range of hours in which the service is offered. 2700 individual pantry units have been supplied to clients over the past year.

We also conducted a number of successful workshops for clients aimed at encouraging healthy eating and developing a good understanding of the value of nutrition.

# 14 PRONTO!

Building on its early successes, 2014–15 was a year of innovation and expansion for PRONTO!. Our well received model was tailored to new settings to help increase the community's access to peer-delivered rapid HIV and syphilis testing.

We offered weekly testing through the Centre Clinic, testing through VAC's Outreach Program in gay social and sex-on-premises venues, and Victoria's first 'pop-up' rapid testing service at the 2015 Midsumma and ChillOut carnival days. Like PRONTO!'s fixed-site service in Fitzroy, these have all received overwhelmingly positive feedback from clients.

PRONTO! successfully implemented a pilot STI testing program, demonstrating the community need, acceptability and feasibility of offering comprehensive peer-delivered sexual health testing.

The year ended on a big high for PRONTO!, with the Victorian Government announcing another four years of funding. In these coming years, PRONTO! will go on leading the way for Victoria in delivering high-quality peer-delivered rapid testing to the community as it continues to extend the reach and breadth of its services.



JOHN, CORPORATE VOLUNTEER
"VAC makes it easy to become a
corporate volunteer. For me and many
of my colleagues, it brings to life the
diversity of community services that
VAC provides."





BILL, VOLUNTEER

"I just finished uni and did some research into online dating profiles, sexual practices, and ethnicity. During a conference, I met some VAC staff and was inspired to become a volunteer."

# 15 The Centre Clinic

In another stellar year for the Centre Clinic, 2014–15 highlighted the strengths of a robust healthcare service that is able to deliver excellent quality of care and participate in significant local and international clinical HIV trials.

In addition, the goal of being completely financially sustainable while retaining both high-quality care and accessibility has been challenging within the space confines of the clinic, and achieving this has been significant. The contribution of all staff in setting up practice systems is exceptional and has been instrumental in achieving this success.

As a centre of excellence, the clinic encourages continuing medical education. Danielle Collins, our practice nurse, began her studies to become one of the first HIV and sexual health Nurse Practitioners in Australia.

In this same year, we also attracted our first GP registrar and our first in-house psychologist. To add to these successes, we were reaccredited with Australian General Practice Accreditation Limited (AGPAL), receiving high praise.



# 16 Counselling, and AOD Services Program (CASP)

CASP has seen a dynamic, challenging, and positive year of significant growth incorporating an increased diversity of client services options for the LGBTI community.

The past year has seen CASP respond to challenges like increased consumer demand, staffing changes across the program, and improvements made to the client management and tracking systems.

Service demand spanning a wide range of clinical presentations has also seen a strong representation of participants in VAC's therapeutic groups.

VAC is now, via the CASP services team, delivering the Melbourne-based GLBTI MindOUT Network on a bi-monthly schedule—the Melbourne network is linked to the National LGBTI Health Alliance and all the other MindOUT networks across Australia.

The aim of these important networks is to increase capacity across the mental health, primary health, and community sectors when considering their responses to dealing with the issues of mental health and suicide prevention in LGBTI communities.



# 17 s19A Repeal

May 2015 finally saw the repeal of section 19A of Victoria's Crimes Act, which specifically criminalised the transmission of HIV and contributed to HIV stigma. The only law of its kind in Australia, 19A singled out intentional HIV transmission for harsher penalties of up to 25 years imprisonment, higher than the 20-year maximum for manslaughter, despite existing criminal offences covering such cases.

This was the culmination of years of political advocacy in which VAC played a major role and demonstrates our ability to achieve concrete outcomes in collaboration with our community partners. It is fitting that the repeal came just weeks shy of the one-year anniversary of our historic memorandum of understanding with Living Positive Victoria, who were a key partner on this reform.



## 18 Midsumma Hypothetical

Inspired by the 1987 "Does Dracula Have AIDS?" episode of Geoffrey Robertson's Hypothetical, we put together a panel and created a modern narrative to explore a range of social issues faced by our community. Moderated by Professor Rob Moodie, our panellists were woven into the story and faced by a range of topics - from drug use and sexual health to disclosure and hooking up online. The format allowed for candid and often entertaining responses from our guests including Australian Human Rights Commissioner Tim Wilson, comedians Judith Lucy and Adam Richard, Living Positive Victoria CEO Brent Allan, trans advocate Jez Pez, JOY 94.9 personality Dean Beck, Dr Nadine Ezard, Steven Spencer, Dr Christina Chang, and ACON CEO Nic Parkhill. Held at Melbourne Town Hall, the event was attended by close to three hundred people and proved to be such a hit that the Midsumma Hypothetical is set to be an annual event.



DEAN BECK, COMMUNITY ADVOCATE

# #approvePrEPdownunder

Following the launch of our Change.org petition to have pre exposure prophylaxis for HIV (PrEP) approved for use in Australia, five amazing community leaders living with HIV came forward to advocate for PrEP: David Menadue, Nic Holas, Brent Allan, John Manwaring, and Dean Beck.

The clips in the #approvePrEPdownunder series discuss what HIV and prevention means to each speaker and delivers a strong message to the government: if PrEP was available, they would have never become HIV-positive.

Dean Beck's choice to be involved was particularly courageous as this online advocacy coincided with his public disclosure. As a well known figure in Melbourne's gay community, the inclusion of Dean in the video was a powerful and emotional reminder of the role we all have to play in ending HIV, and highlighted how important it is to confront HIV stigma wherever we find it.

The clips encouraged people to sign VAC's petition, mobilising our community to get behind this important HIV-prevention tool.

# 20 Memberships Online

Over the many years of the organisation we have handled memberships by sending paper applications back and forth through the post—a time-consuming process for both VAC and the members.

This all changed in June 2015 when we introduced an online membership system, enabling members to complete their renewal in less than five minutes and providing more security around payment details. We have had an outstanding response from our members with the process being used for 69 per cent of all current memberships.



DR RUTH MCNAIR FROM THE AUSTRALIAN LESBIAN MEDICAL ASSOCIATION ADDRESSES DELEGATES AT THE CONFERENCE.



CLEARLY MEETING A NEED, THE CONFERENCE WAS OVER-SUBSCRIBED WITH A SIGNIFICANT WAITING LIST.

## LBQ WOMEN'S HEALTH CONFERENCE

In March 2015, VAC hosted the inaugural Lesbian, Bisexual and Queer Women's Health Conference in partnership with the Rainbow Network, the Australian Lesbian Medical Association (ALMA), and supported by *beyondblue*.

What grew into a big and successful event started out small, as a simple problem-solving exercise. VAC's therapeutic group Drink Limits, for lesbian, bisexual and queer (LBQ) women concerned about their drinking, was struggling to attract enough interest from women in the community to run, despite the huge success of other therapeutic groups. To spark interest, Jeremy Wiggins from the alcohol and other drugs (AOD) team contacted ALMA's Dr Ruth McNair about research she was doing with beyondblue on LBQ women and alcohol.

The idea for a 'small forum' on LBQ women's health for professionals in the sector grew as more partners became involved and expressions of interest soared. While health professionals have known for a long time there's a gap in services addressing the specific needs of LBQ women, there hadn't been a space for people to get together to discuss the issues and find a way forward.

By the time the conference came around, it was completely booked out, with over 260 participants and a significant waiting list.

#### **CONFERENCE HIGHLIGHTS**

With such widespread community interest in the conference,

it was impressive to see that engagement matched by the conference partners and keynote speakers at the packed venue. CEO of *beyondblue* Georgie Harman opened the conference, speaking about her organisation's commitment to LBQ women's health and setting the tone with a strong message of approaching both physical and mental health care equally. Speaking on behalf of VAC, CEO Simon Ruth spoke of the history of lesbian women in the founding of the organisation and our commitment to supporting the women of our community. Importantly, Simon addressed the reality that VAC are not currently expert in this space and need to partner with the LBQ

Liam Leonard, Director of Gay and Lesbian Health Victoria, spoke to the importance of community connection and presented data on the Private Lives 2 study. This data drove home the significance and importance of the conference: when measured against the national average, LBQ women have poorer self-reported mental health outcomes.

community.

In a keynote from Dr Ruth McNair, the issue that sparked the idea for the conference came into focus—she presented results from ALMA and beyondblue's ALICE study. Dr McNair's presentation focused on the prevalence of alcohol use among lesbian and bisexual women, finding that whilst the drinking culture in lesbian, bisexual, and queer women's communities is similar to the general population, barriers to accessing services are significant.



KARIN, VOLUNTEER
"I used to volunteer with VAC in the early 90s. Not having school children anymore, I had time to give back. I am back in love with being at VAC - feeling welcome and feeling that I can actually make a difference to somebody's day."

Dr McNair reported that almost 25 per cent of same-sex attracted women had experienced discrimination within health care settings.

Bringing together a breadth of community perspectives, a plenary panel session included Tarnia Thompson from QLife, Nadia Gavin from Harm Reduction Victoria, Ren Greyson from YSAS, and VAC's Wendy Brokenshire. The panel explored a case study involving a young woman seeking support for her alcohol and methamphetamine use. Drawing on their practice wisdom and knowledge of service networks, the group identified a holistic range of considerations and potential support options, both peer and professional.

#### **COMMUNITY RESPONSE**

In a final, reflective discussion on the day, participants were invited to provide feedback on their experience of the conference, as well as through post-conference evaluation forms and emails.

The feedback was overwhelmingly positive, and evaluation scores in the areas of quality and relevance, presenters, location, organisation and overall satisfaction were high. Even the lowest score was very high—referring to the length of the

conference, some participants wanted a longer event.

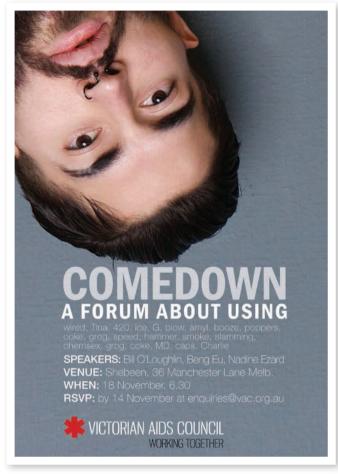
For the majority of those who attended, the conference was a vital opportunity to build their networks. Participants also spoke highly of how much they learned about lesbian, bisexual and queer women's health and wellbeing.

The work of conference would continue beyond the day as well—participants said they would go on to share what they had learned with their colleagues and engage further in culturally sensitive and inclusive practice.

#### THE FUTURE

The enormous success of our inaugural LBQ Women's Health Conference has ensured it will continue. VAC has demonstrated our capacity to develop and put on an event with both local and national significance, creating a space where health issues affecting women in our communities can be explored and discussed.

In 2016, the second iteration of the conference is set to take place on a larger scale and with a national focus, in partnership with ACON and some of Australia's other leading GLBTI health organisations.



FOR MANY PEOPLE OUR FORUM SERIES ON AOD ISSUES WAS A USEFUL PATHWAY TO THE AOD SERVICES WE PROVIDE AT VAC.



REWIRED IS OUR THERAPEUTIC GROUP EXAMINING ISSUES RELATED TO METHAMPHETAMINE USE FOR GAY MEN.

## **ALCOHOL & OTHER DRUG SERVICES**

When the Victorian Government initiated an overhaul of the alcohol and other drugs (AOD) sector three years ago, VAC saw an opportunity to take the lead on setting up AOD services specifically for GLBTI Victorians. We approached the government with a pitch: despite our community's complex needs and although we are overrepresented in statistics around substance misuse, there were not services available targeting GLBTI people specifically.

With the introduction of the Altered States pilot therapeutic program the year before, VAC had already begun to establish a reputation around AOD. Funded by the Federal Government, the program had seen the development of the Re-Wired therapeutic group for men who have sex with men (MSM) around methamphetamine use, as well as programs to educate mainstream AOD services about the needs of GLBTI clients.

VAC secured government funding on the back of that already growing reputation within the sector, becoming the only new AOD service to be funded as part of the state-wide reforms. With the creation of an AOD team within VAC's counselling program in 2014, VAC would be integrated into new, state-wide systems for referring people seeking help to appropriate services.

This new team would provide support services to GLBTI Victorians referred from across the state, through individual counselling, therapeutic groups, peer-education programs, and general AOD education. A lot of work had to be done initially to promote VAC's new services to the GLBTI community, but demand has increased steadily. The team has already established itself as the leading provider of AOD services to GLBTI people in the state.

#### THERAPEUTIC GROUPS

In addition to Re-Wired Transformed is a group for trans and gender diverse people around improving general health and wellbeing. Over the Limit is for MSM expereincing alcohol and anxiety. Drink Limits is for lesbian and bisexual women concerned about their drinking.

Given the current attention being paid to methamphetamine use in our community, it is unsurprising that demand for Re-Wired has been huge, pointing to the vital need GLBTI people have for these services. VAC also received a targetted grant as part of Victoria's Ice Action Plan to educate people about the harms associated with methamphetamine use. After the success of



THOMAS, VOLUNTEER
"I know there are a lot of people out
there struggling with HIV. I am happy
to help as much as I can. I worked with
one man who has been living with HIV
since the start of the epidemic. I had an
eye-opening experience hearing about
how life was then."

VAC's LBQ Women's Health Conference in March 2015, interest from queer, bisexual and lesbian women increased—demand was high enough to run the Drink Limits therapeutic group for the first time.

#### CAPACITY BUILDING

VAC can't shoulder the work alone of supporting GLBTI people through AOD services, particularly for people living in rural and remote parts of the state. Part of the growth of our AOD program has been building the capacity of mainstream services in Victoria to understand and better address the needs of GLBTI clients. Our reputation has grown since VAC began by approaching particular organisations to offer the training. AOD services across the state now approach us to undergo the comprehensive education and training package.

The sessions provide information on inclusive practice for GLBTI clients, evidence-based approaches to risk factors particular to our communities around alcohol, drugs and mental health, and more systemic issues like homophobia and transphobia. This work ensures GLBTI people can feel safe and get the support they need even where VAC's services aren't available.

#### THE FUTURE

GLBTI communities are particularly vulnerable to harms associated with substance use, and our community needs a culturally safe space to talk about these issues and to be understood. VAC is in a unique position to create that space, because we understand the stigma and discrimination GLBTI people face every day. We understand the role substance use can play in sex in GLBTI communities. We understand how that can interact with HIV-transmission risk through disinhibition. We understand how substance use can interact with medications for people living with HIV.

This work is important. It is about more than substance use: these programs are about HIV-prevention, sex education, and peer support. The expansion of VAC's AOD services over the past year is a big step towards improving the lives of some of the most vulnerable people in our community, and we will continue to go from strength to strength.



## **GREIG FRIDAY REMEMBERED**

As the story unfolded of the Germanwings 9525 tragedy, we sadly heard that one of our peer facilitators, Greig Friday, and his mother were on the plane. At that time, of course we were deeply saddened by the situation, and our thoughts were with Greig's family and friends.

Greig started his involvement as a peer facilitator in 2007, not long after completing the Young & Gay workshop. Just like other young gay men, Greig's primary motivation was to help others like him to feel comfortable with their sexuality and embrace who they are. It was very easy to form a strong bond with Greig, especially with his easy-going and friendly personality. Greig formed great friendships with other peer facilitators, and he was well admired by Young & Gay participants.

I got to know Greig better in 2011 when I started my employment with VAC. Greig was one of the first people to welcome me to the role. He was very passionate about helping other people, as much as he was passionate about the environment and social justice. I always remember Greig

as a young person with many aspirations, and I seek comfort in knowing that he had achieved some of his goals when his life was cut short. I will remember Greig as a kind, caring, and honest person. Greig often put others' needs before his own, and this was evident in his dedication and contribution to the Young & Gay program. He helped many young people to embrace their sexuality, and he will also be remembered as the person who was very generous in giving hugs to people to reassure them that everything will be fine. I will miss Greig's smile and the twinkle in his eyes. Greig had a beautiful soul, and he will be remembered as such.

Greig's life was short, but he made the most of it. Whilst we feel a deep sadness over his passing, we also cherish his memory and remember him as a good person. And we will continue his work, helping young people through the Young & Gay program, because we know that's the best way to remember him. Greig was always a bit of a show pony, and in a true showmanship, he would want nothing more than for us to keep the show going.



MIKE, VOLUNTEER
"I'm new to Melbourne! I'm amazed by
the vast array of people volunteering –
coming from diverse backgrounds and
with different reasons for giving back to
the community."

We will miss you Greig, and we will remember you with warmth in our heart, because we know that you are smiling down to us from the heavens above.

Budi Sudarto, Peer Education Coordinator

#### THE GREIG FRIDAY LEADERSHIP AWARD

From the moment Greig Friday volunteered for the Young & Gay peer education course in 2007, he made a difference. The Young & Gay workshop is facilitated by highly committed volunteer peer facilitators. Their hard work, commitment and sense of fun are key to the success of the program. Greig Friday was an outstanding peer facilitator.

Greig's contribution to the program was invaluable. He brought charm to the group, as well as his strong drive to help other young men embrace their sexuality, challenge homophobia, and maintain their sexual health. He was admired by the participants,

and he was a creative collaborator. Greig welcomed everyone with open arms regardless of their sexual identity, cultural background, and socio-economic status. Greig was also instrumental in the creation of Young & Gay Alumni, a social support group for Young & Gay participants to remain connected to the community after completing the workshop. Greig was highly committed to the cause, and we will miss his strong work ethic and his wonderful personality.

In 2015, VAC will inaugurate the Greig Friday Leadership Award at our Annual General Meeting. The award will be given to a person under 30 years of age who has demonstrated the kind of collaborative leadership that was a characteristic of Greig's work and commitment to the organisation.

## **AWARDS**



#### LIFE MEMBERSHIPS 1984 VAC BOARD

VAC recognises the extraordinary contribution to the community response to HIV by honouring the original Board's invaluable role in establishing VAC and the collective commitment to improving public health outcomes in this state. Not only did the Board stand up to lead the way in difficult and uncertain times but they led by example in what the queer community can achieve for the common good.

VAC remains indebted to them, our pioneers, and sincerely want for their work to be duly acknowledged by the current Board, members, volunteers and staff. We could not be the organisation we are today without the 1984 VAC Board laying the foundation stones for this still dynamic and community led organisation.

We honour:

PHIL CARSWELL (President)
DAVID ROGERS (Secretary)
PETER LADEMAN (Treasurer)
ADAM CARR (Media Spokesperson)
PETER KNIGHT (Support Services) – Deceased
LEE VISSER (Education) – Deceased
CHRIS CARTER – Deceased
JAMIE GARDINER
CHRIS GILL
GARY SAUVARIN
ALISON THORNE
DANNY VADASZ



#### PRESIDENT'S AWARD NEIL ARMFIELD

Neil Armfield has made a commitment through his career to giving voice to issues central to the lives of gay men. In 1993 he directed the award winning Melbourne Theatre Company production of Angels In America Part 1: Millennium Approaches and in 1994 went on to direct Part 2: Perestroika. Both epic plays dealt with the fear, stigma and discrimination facing gay men in the 80s as we faced the beginnings of the HIV/AIDS epidemic. In 1999, he directed David Hare's moving account of the life of Oscar Wilde, The Judas Kiss, which was revived in 2012 in London featuring Rupert Everett. He was instrumental in getting Tim Conigrave's memoir Holding The Man to the big screen this year, directing that remarkable film and the powerful performances in it. It is perhaps easier for us to focus on the future when prospects have so radically changed in relation to HIV/AIDS but we cannot afford to forget the past.

What *Holding The Man* demonstrates is as true now as it was in 1985: that the love, strength and kinship we share as gay men is the thing that allows us to transcend adversity and suffering.

This award acknowledges Neil Armfield's great contribution to our cultural life.



GREIG FRIDAY LEADERSHIP AWARD **JESSE OEY**Jesse Oey has been involved in the Peer Education Program since July 2014 by facilitating the Young & Gay workshop.
Jesse is a stand-out young leader and brings his enthusiasm and commitment to the program, along with his cheeky sense of humour and a sense of style. Jesse's passion is evident in his eagerness to assist other young people celebrating their identity.



#### MEDIA AWARD ARCHER MAGAZINE

Archer Magazine is an independent journal of sexual diversity. started in Melbourne in 2013. The print edition is published twice-yearly and takes a snapshot of Australia's attitudes to sexuality, gender, and identity at the time of publication. Archer Magazine also has an online presence, publishing a broad range of articles by writers from the GLBTI communities and has provided a fresh and progressive perspective on sex, gender and sexuality. In particular, it publishes content and writing on topics such as HIV, drug and alcohol use, such as methamphetamine use in gay male communities, and gender diversity. This magazine has channeled a new wave of voices for the GLBTI community and it is a valuable independent publication.



## SPECIAL SERVICE AWARD ZBGC

Zoe Belle Gender Collective (ZBGC, formerly the Zoe Belle Gender Centre) was established in 2007 and is now a service of Cohealth. The Zoe Belle Gender Collective has had many hardworking volunteers dedicate their time to form an organisation that has produced many trans and gender diverse community events, workshops, and projects. One of those projects is the youth suicide prevention project. This project is funded by the Victorian Government's Healthy Equal Youth Scheme and was the first funded trans and gender diverse project in Victoria. As part of this project, ZBGC has thrived at building many valuable partnerships and built capacity across Victoria to support organisations to improve their services and knowledge of trans and gender diversity.



# SPECIAL SERVICE AWARD DANIEL MACPHAIL

#### & CHRIS WILLIAMS

Since the beginning of the HIV epidemic, gay men have been at the forefront of prevention, taking leadership roles through commitment and practice. It was gay men who decided that condoms would protect us from HIV. More than 30 years later, individuals like Daniel MacPhail & Chris Williams are leading by example with the latest HIV-prevention technology, Pre Exposure Prophylaxis (PrEP). Daniel & Chris have bravely put themselves forward publicly to tell their stories, talk about their lives, and create new avenues to advocate for access to PrEP for all people at risk of acquiring HIV.

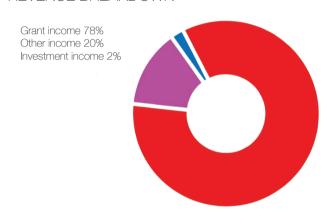


## SPECIAL SERVICE AWARD HARM REDUCTION VICTORIA

The Victorian AIDS Council and Harm Reduction Victoria, formerly VIVAIDS, have a long and enduring relationship. VIVAIDS was formed in 1987 as a response to the impact the AIDS epidemic was having on injecting drug users. Harm Reduction Victoria has consistently advocated for drug user rights, strengthening harm reduction across Victoria and the expansion of important initiatives such as needle syringe programs and pharmacotherapy. In 2015, VAC and Harm Reduction Victoria are partnering together to deliver a harm reduction model of outreach at the Trough X dance party. We hope to expand this service to other parties in future and make this a regular opportunity for the public to engage with both agencies.

# FINANCIAL REPORT

# REVENUE BREAKDOWN



# EXPENSES BREAKDOWN

Operating expenses 10% Employee costs 64% Campaign expenses 13% Client support expenses 8% Professional fees 3% Other expenses 2%



## Revenue breakdown in FS

Total revenue	7,817,618
Interest income	117,826
Other revenue	26,228
Membership fees	4,980
Donations, fundraising and bequest income	633,493
Client fees	935,008
Grant income	6,100,083

## Expense Breakdown - Detailed

	7,756,292
Other expenses	171,516
Professional fees	200,901
Client Support expenses	642,025
Campaign expenses	1,037,794
Employee costs	4,916,468
Operating expenses	787,588

## Revenue summary

	7,817,618
Investment income	117,826
Other income	1,599,709
Grant income	6,100,083

# VICTORIAN AIDS COUNCIL INC. / GAY MEN'S HEALTH CENTRE INC. (COMBINED)

## Summary Statement of Comprehensive Income for the Year Ended 30 June 2015

	2015	2014
	\$	\$
Revenue	7,817,618	7,213,688
Less: expenses		
Operating expenses	(787,588)	(693,609)
Employee costs	(4,916,468)	(4,225,529)
Campaign expenses	(1,037,794)	(874,943)
Client support expenses	(642,025)	(627,316)
Professional fees	(200,901)	(197,229)
Other expenses	(171,516)	(303,670)
	(7,756,292)	(6,922,296)
Surplus for the year	61,326	291,392
ummary Statement of Financial Position as at 30 Jun	e 2015	
<u> </u>	2015	2014
	\$	\$
Current assets		
Cash and cash equivalents	3,299,717	3,153,61
Receivables	13,138	47,79
Other assets	102,012	132,60
	3,414,867	3,334,01
Assets and liabilities classified as held for sale	14,600,000	
Total current assets	3,414,867	3,334,014
Noncurrent assets		
Property, plant and equipment	161,166	8,196,644
Total noncurrent assets	161,166	8,196,644
Total assets	18,176,033	11,530,658
Current liabilities		
Payables	215,375	328,96
Provisions	593,013	546,62
Other liabilities	323,501	273,93
Total current liabilities	1,131,889	1,149,524
Noncurrent liabilities		
Provisions	42,426	30,742
Total noncurrent liabilities	42,426	30,742
Total liabilities	1,174,315	1,180,266
Net assets	17,001,718	10,350,392
Members funds		
Reserves	13,414,556	6,824,556
Accumulated surplus	3,587,162	3,525,836

The above summary financial information has been extracted from the audited financial statements. No audit opinion has been issued in relation to the summary financial statements. These should be read in conjunction with the audited financial statements that are available to the members on our website <a href="https://www.vac.org.au/financials">www.vac.org.au/financials</a>

Total members funds

10,350,392

17,001,718

## Summary Statement of Changes in Members Funds for the Year Ended 30 June 2015

	Reserves	Accumulated surplus	Total equity
	\$	\$	\$
Balance as at 1 July 2013	6,324,556	3,234,444	9,559,000
Surplus for the year	-	291,392	291,392
Revaluation increment of 6/8 Claremont Street	500,000	-	500,000
Total comprehensive income for the year	500,000	291,392	791,392
Balance as at 30 June 2014	6,824,556	3,525,836	10,350,392
Balance as at 1 July 2014	6,824,556	3,525,836	10,350,392
Surplus for the year	-	61,326	61,326
Revaluation increment of 6-8 Claremont Street	6,590,000	-	6,590,000
Total comprehensive income for the year	6,590,000	61,326	6,651,326
Balance as at 30 June 2015	13,414,556	3,525,836	17,001,718

## Summary Statement of Cash Flows for the Year Ended 30 June 2015

	2015	2014
	\$	\$
Cash flow from operating activities		
Grants received	6,771,892	6,186,889
Other operating receipts	1,638,574	1,211,405
Interest received	117,826	130,691
Payments to suppliers and employees	(8,342,649)	(7,343,031)
Net cash provided by operating activities	185,643	185,954
Cash flow from investing activities		
Payment for plant and equipment	(39,536)	(35,528)
Net cash used in investing activities	(39,536)	(35,528)
Reconciliation of cash		
Cash at beginning of the financial year	3,153,610	3,003,184
Net increase in cash held	146,107	150,426
Cash at end of financial year	3,299,717	3,153,610

The above summary financial information has been extracted from the audited financial statements. No audit opinion has been issued in relation to the summary financial statements. These should be read in conjunction with the audited financial statements that are available to the members on our website <a href="https://www.vac.org.au/financials">www.vac.org.au/financials</a>



AYMAN, VOLUNTEER
"I want to support those who need it.
I didn't have that kind of support where
I came from. Seeing the lives I interact
with change and improve – that keeps
me volunteering."



WINFRED, VOLUNTEER
"I've been volunteering since
university. I'm a nurse now, and
volunteering is a great way to
apply my skills in a different way
and extend my experience and
knowledge – it's really rewarding."

ACON ADAM RICHARD AFAO AIDS ACTION ACT AIDS MEMORIAL QUILT ALFRED HEALTH ALGA ANNE MITCHELL ANZ PRIDE NETWORK ARCSHS ASHM ASSOC PROF EDWINA WRIGHT AUSTRALIAN SERVICES UNION AUSTRALIAN LESBIAN MEDICAL ASSOCIATION AUSTRALIAN GOVERNMENT DEPARTMENT OF HEALTH AUSTRALIAN GOVERNMENT DEPARTMENT OF SOCIAL SERVICES BANK OF MELBOURNE BARBA BARRY JANES BETH WILSON BEYONDBLUE BURNET INSTITUTE CATHOLIC AIDS MINISTRY CENTRE FOR CULTURE, ETHNICITY AND HEALTH CENTRE FOR SOCIAL RESEARCH IN HEALTH UNSW CHAPEL STREET TRADERS ASSOCIATION CHILLOUT FESTIVAL CHRISTOPHER BOOTS CHRONIC ILLNESS ALLIANCE CITY OF MELBOURNE CITY OF PORT PHILLIP CITY OF STONNINGTON CITY OF YARRA CLIVE CARL CLUB80 COHEALTH COLIN KRYCER COUNTRY AWARENESS NETWORK HON, DAVID DAVIS DAVID MENADUE DEAN BECK DOHERTY INSTITUTE DR CHRISTINA CHANG DTS HOTEL EAGLE LEATHER EGONS BAKERY FIONA PATTEN FOLLOW US EVENTS GALFA GAMMA NSW GAY AND LESBIAN HEALTH VICTORIA GH GROW HARM REDUCTION VICTORIA HELEN FAY HERBERT SMITH FREEHILLS HEPATITIS VICTORIA HOUSING CHOICES AUSTRALIA IAN GOULD INNER SOUTH COMMUNITY HEALTH INTERNATIONAL AIDS SOCIETY JON JACKSON JOHN FOWLER JOY 94.9 JUDITH LUCY JUDY FRECKER LADY PRIMROSE POTTER LAIRD HOTEL LIQUORICE LIVING POSITIVE VICTORIA LUKE GALLAGHER MAC COSMETICS MANNHAUS MARG HAYES HON, MARTIN FOLEY MCV MELBOURNE CHARGERS MELBOURNE GAY AND LESBIAN CHORUS MELBOURNE POLYTECHNIC MELBOURNE QUEER FILM FESTIVAL MELBOURNE RECITAL CENTRE MELBOURNE SURGE MIKE KENNEDY MIDSUMMA FESTIVAL DR NADINE EZARD NAPWHA NATIONAL AUSTRALIA BANK NATIONAL LGBTI HEALTH ALLIANCE NATIONAL MENTAL HEALTH PROVIDERS NETWORK NIC HOLAS NIC PARKHILL NORTHSIDE CLINIC NORTON ROSE FULBRIGHT NTAHC ODYSSEY HOUSE VICTORIA PAUL KIDD PENINSULA HEADSPACE HEALTH POSITIVE WOMEN VICTORIA PRAHRAN MARKET CLINIC QUAC QUEST ON CHAPEL RAINBOW NETWORK REBECCA MCCANN ROYAL DISTRICT NURSING SERVICE ROYAL MELBOURNE HOSPITAL DR RUTH MCNAIR SAN FRANCISCO AIDS FOUNDATION SENSWIDE SHINE SA SIRCUIT ST MATHEW'S ALBURY ST VINCENT'S HOSPITAL STAR OBSERVER DR STEVE BRIGHT STEVE TOMS STEVEN SPENCER STRAIGHT ARROWS SUBWAY SAUNA SWAN INSURANCE TASCAHRD THICK N JUICY TIM WILSON TONY KEENAN TRANSGENDER VICTORIA TREVOR WILLIAMS TROUGH X UNITING CARE REGEN URBIS VAHS VACCHO VICBEARS VICLEATHER VICTORIAN GAY AND LESBIAN RIGHTS LOBBY VICTORIAN TRADES HALL COUNCIL VICTORIAN DEPARTMENT OF HEALTH AND HUMAN SERVICES VICTORIAN DEPARTMENT OF PREMIER AND CABINET WAAC WET ON WELLINGTON WISE EMPLOYMENT SERVICE

