

Annual Report 2021-23



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Acknowledgement

Tiny Pride was founded on Wadawurrung Country. We acknowledge the Traditional Owners of the land and waterways. We pay our respects to Ancestors and Elders past and present.

We also acknowledge all Aboriginal and Torres Strait Islander Peoples who have cared for the land, water, air and people on this continent for more than 60,000 years.

Our broader group of community members that we work with includes First Nations people. But we acknowledge more work needs to be done to ensure LGBTIQ+ organisations and spaces are truly inclusive of all.



About Tiny Pride

The world is changing and Tiny Pride is committed to bridging the gap between the lived experience of LGBTIQ+ people and the rest of the community to create a more inclusive future.

We do this by giving organisations the tools and skills to become better allies through change facilitation and resources.

Through our ongoing relationships and mentorship, we educate, support and empower organisations to be better connected and inclusive.

Our approach is grounded in the best research and evidence, as well as experiences from the people that work with us about what enables change.

Tiny Pride Incorporated was established as a not-for-profit association in November 2021 and is overseen by a volunteer Board of LGBTIQ+ community members.



CEO report

I'm proud to present the first Tiny Pride Annual Report which summarises our time from the start-up phase as we registered as a not for profit in November 2021 to the end of this financial year in 2023. This report highlights some of our partnerships, events and investments.

I would like to thank the group of community members who we consulted with over a period of three years to bring this organisation to fruition. Your support and commitment to Tiny Pride is unsurpassed and we are incredibly proud to be an all LGBTIQ+ organisation with a purpose grounded in responding to local need, overseen by a local board of LGBTIQ+ people.

Over the past 18 months, we have tested and moved in terms of our business model and service offering, moving from a full membership model to one that starts at the foundation of inclusion with training and then exploring opportunity for change with our allies. Given the prevailing global and local winds in relation to LGBTIQ+ inclusion and the carefully targeted attacks on our rights, it's clear to us that there's never been a better time to build the skills of our allies.

Tiny Pride will see out the next year in an incredibly strong position thanks to an inclusive business specialist that will help us to not only consolidate, but to reach new heights. This opportunity comes thanks to the State Government of Victoria's Equality Branch for who has invested in Tiny Pride to build this capacity. We are grateful for this opportunity that will make us more impactful and sustainable.

Most exciting for our Board and leadership team have been the partnerships we have forged with other community organisations and businesses to make Ballarat and beyond more inclusive. We're also pleased that we're now in a financial position to give back to our community well ahead of schedule, funding numerous community events, workshops and celebrations.

There's still much to be done and more to celebrate, and we hope you all continue to walk alongside us on this journey.

Ange Elson (she/her)

CEO, Tiny Pride



Report from our Board Chair

I am proud of the progress we have made as an organisation and am grateful for the time and expertise that all of our volunteer Board members have dedicated that has contributed to the overall success that we have achieved in this start up phase.

For those of you who are retiring from your board position, I wish you all the best on your new endeavours. In particular, I acknowledge Alexander Bravo for his service as the inaugural Board Chair in our first six months of operation.

My thanks also go to our inaugural CEO Corey Bartlett who established the systems and supports for the backbone of the organisation and whose shared vision forms much of what Tiny Pride is today. I would also like to thank Michelle Kerr who oversaw the investment in Tiny Pride's IT assets and a strong focus on policy development over a six-month period as CEO.

Starting an organisation and delivering any service in the middle of a global pandemic was not an easy task and our board brought skill and strategy to bear during a very difficult time. Tiny Pride is in the position it is now in thanks to a strong team and strong partnerships.

We are also incredibly grateful for the pro-bono support from Corrs Lawyers. Their expert not for profit advice has ensured we have strong founding documents that we are confident will carry us forward into future years.

Our organisational focus in the near future will be on recruiting a more diverse group of community members for board membership, to finalise our three year strategic plan and to build our financial and business acumen as a leadership group.

We'll also continue to find ways to deliver across all domains of our purpose, including working more to materially support trans community.

Ange Gale

Board Chair



Our board of governance

Tiny Pride is overseen by a volunteer board of governance with a minimum 5 board members required for compliance as a not for profit incorporated association.

Current Board members

Ange Gale, Chair
Dr Rachel Goff, Deputy Chair
Ramsay, Secretary
Maria Nielsen Due, Treasurer
Maria Marshall, Ordinary Member
Dr Jessica Cadwallader, Ordinary Member

Establishment Board members

Alexander Bravo (resigned)
Teagan Morley (resigned)
Rachael Silverman (resigned)
Ange Elson (resigned)



Things we'd like to celebrate

As a new organisation, it's important to get runs on the board. We're proud to share some of our corporate partners and the outcomes we've delivered.

Biggest Games Day Ever event

Biggest Games Day Ever was funded through the Pride Events and Festival Fund and aligned with Ballarat Frolic Festival programming for young people and families. The event responded to priorities set out as part of what young LGBTIQ+ community members identified as part of the Pride in Schools project by The Y Ballarat. Approximately 240 young people and their families enjoyed a silent disco, badgemaking, healthy snacks, picnics, Drag King Storytime, outdoor games, free swap shop clothes and Central Highlands Water handed out their wonderful waterbottles.

We thank our event partners:

- The Y Ballarat
- Cafs
- Ballarat Trans and Gender Diverse Swap Shop
- Frolic Festival
- LaNCETV
- Central Highlands Water
- Victorian State Government's Equality Branch



Things we'd like to celebrate

As a proud LGBTIQ+ organisation, we sponsored a range of events and did some campaigning with our inclusion partners through Frolic, 16 Days of Activism for the Prevention of Violence Against Women, International Women's Day, Lesbian Day of Visibility, Trans Awareness Day, Pansexual and Panromantic Awareness and Pride Month.

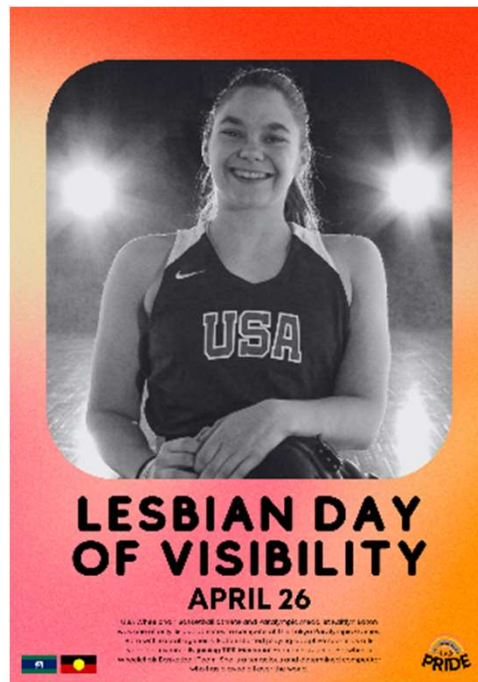
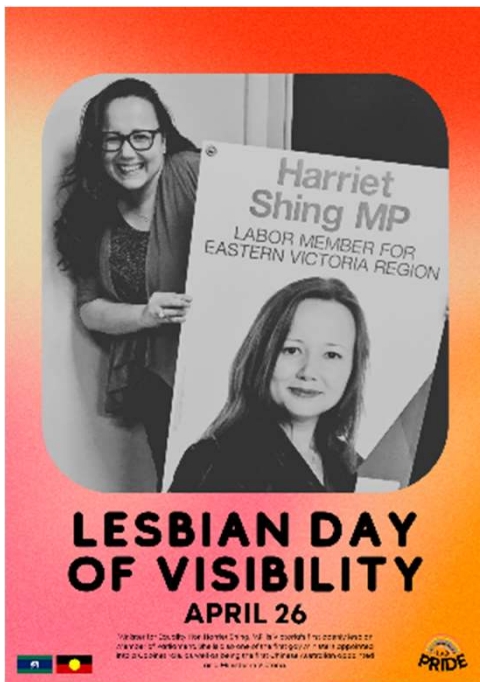


For Pride Month, Tiny Pride sponsored Rainbow Ballarat Coffee. This meant that attendees could get a free cup of coffee and breakfast on their Thursday catch up at Lilly's at the Eureka Centre. Our thanks to the Rainbow Ballarat Coffee team for saying yes to doing fun things with us. It's our way of saying thank you for being such a great bunch of people.



Things we'd like to celebrate

Lesbian Visibility Day and the broader awareness week was a chance for us to focus on our diversity and the role that lesbians have played in making social change across the world. We celebrated with a poster and social media campaign, a morning tea in partnership with the City of Ballarat and an Author talk with KJ.



Our Lesbian Visibility Week posters went international and featured historic and contemporary lesbians from a wide range of professions, abilities and cultural backgrounds.

We were honoured to feature the Victorian Minister for Equality, Hon Harriet Shing, MP as the first out lesbian in our Victorian Parliament.

We also celebrated one of very few out paralympic athletes, USA Wheelchair Basketball athlete and Paralympic Medalist Kaitlyn Eaton who was one of only 36 out athletes to compete at the Tokyo Paralympic Games.

Thank you for your visibility.

This campaign was shared with our local partners and was also shared globally on social media.



Things we'd like to celebrate

Tiny Pride has a mandate to invest in events for LGBTIQ+ people and events where we show case our own community talent. We were proud to support Australian Author KJ, including purchasing books for attendees and sparking a love for sapphic fiction in those that had not read her work before.

For Lesbian Day of Visibility, Tiny Pride partnered with Q-Lit, Victoria's premier LGBTIQ+ literature festival, dedicated to celebrating the rich and vibrant history of language and storytelling within the queer community.

This event was MC'ed by the brilliant Sarah Hart and featured international award-winning author KJ who writes fiction for women who love women.

Sapphic / Sapphic stories were at the heart of this Q&A and conversation and those that attended were very moved by the care with which authors like KJ hold space for Australian stories across the broader romance genre.

We are grateful to Sam McColl at BMI for curating such a beautiful space for the event.

LESBIAN DAY OF
VISIBILITY
26 APRIL 2023

JOIN US FOR A Q&A
AND SIGNING WITH:
KJ

AUTHOR OF AWARD WINNING
FICTION FOR WOMEN WHO LOVE
WOMEN.

HEARTWARMING PLOTS. BEAUTIFUL IMAGERY. UTTERLY UNIQUE.

BALLARAT MECHANIC'S INSTITUTE
HUMFFRAY ROOM
4:00PM - 5:30PM
THIS IS A TRANS INCLUSIVE EVENT

PROUDLY SPONSORED BY:

The poster features a portrait of author KJ on the left. Below the main text is a row of book covers including 'Coming Home', 'Kick Back', and others. At the bottom, there are logos for Q-Lit, Tiny Pride, and a rainbow flag.



Things we'd like to celebrate

Tiny Pride unequivocally supports trans and gender diverse community. We continue to stand with trans people in their fight for justice, identity, access to support and lifelong affirming health care. We in particular stand with trans young people based on the clear research that affirmation of trans community is a protective factor and one of the strongest predictors of a healthy life.



LOVE



Tiny Pride convened Love Letter to Trans Kids protest event on Valentines Day in 2021. Our chalking protest contained messages of support from community and was attended by families, supporters and our local MPs who fight discrimination with us every day as strong allies. We believe that young people deserve to be treated with respect in their school and strongly oppose any moves that would enable school leadership to expel them based on their trans identity.

We also celebrated Trans Day of Visibility with social media resources and continue to curate stories of trans joy and achievement in our community of practice.



Things we'd like to celebrate

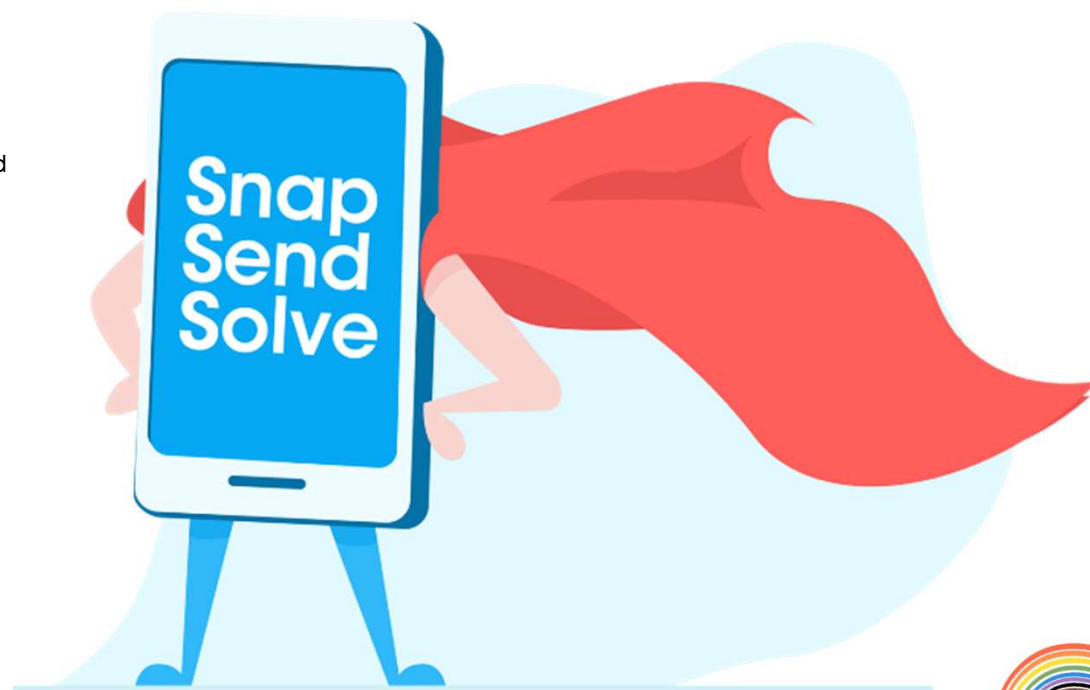
Tiny Pride was awarded a grant by the City of Ballarat and Department of Justice and Community Safety as part of the Community Safety Grant program.

Tiny Pride will work with agencies with an interest in mapping and responding to discrimination in the design and roll out of an instance of Snap Send Solve that will allow users to report:

- Racism
- LGBTIQ+ discrimination
- Ableism
- Sexism

Starting with LGBTIQ+ community, we will tailor data fields to ensure that we are capturing the types of discrimination that people have experienced.

The data will tell us who is perpetrating, how many individuals are perpetrating and where this behaviour happens. This data will then shape organisational and agency responses to tackle that discrimination.



Financial management

Tiny Pride has emerged from its start up phase into a period of growth, with new opportunities for income from training and projects. These brief account summaries of income and expenditure up to 24 June 2023. Tiny Pride accounts must be verified by two board members as and read as an accurate representation of the organisation's financial position.

Comments

Tiny Pride opened it's first bank account in June 2022. A second account was opened in January 2023. This represents best practice accounting and functionality for a small not for profit.

Tiny Pride has outstanding invoices to pay in relation to the Snap, Send, Solve project as well as the Business Coach into the new financial year. The cash deposits reflect the pool of money required to meet those financial commitments.

A final repayment in relation to start up will also be made to the Chair of Tiny Pride to reimburse costs for Mighty Community.

Upcoming work to increase training income will be a focus, with partnerships expected with a number of local businesses.

The other important focus will be the increased utilisation of accounting software and automated reporting and tracking. The reconciliation process between the linked bank accounts is underway.

Tiny Pride Board will be asked to endorse a new set of financial delegations to reflect its emerging business requirements early in the next financial year.

Balance of Accounts	
Access Saver	\$ 357.85
Commerical Saver	\$ 38,102.35
	\$ 38,460.20
Income Summary	
Mighty Membership	\$ 762.40
Training	\$ 6,200.00
Grants	\$ 83,408.00
Interest	\$ 77.29
Total	\$ 90,447.69
Expenditure	
IT Equipment	\$ 6,056.80
Software subscriptions	\$ 1,119.74
Event production	\$ 12,263.92
Operations	\$ 9,413.53
Projects	\$ 23,133.50
Total	\$ 51,987.49



Thank you

The team at Tiny Pride is grateful to the following people and organisations for their partnerships and their above and beyond commitment to making a difference to the lives of LGBTIQA+ community.

The Y Ballarat

LaNCE TV

Frolic Festival

Ballarat Trans and Gender Diverse Clothes Swap Shop

Rainbow Ballarat Coffee

Ballarat Mechanics Institute

Bank Australia (Ballarat)

Liz Fleming – The Efficiency Coach

Q-Lit

Chloe Macdonald for the gorgeous logo design and branding guide

Rainbow Tick organisations:

Cafs

Ballarat Community Health

Organisational partners:

Women's Health Grampians

City of Ballarat – Visitor Economy Team

Ballarat Aquatic and Leisure Centre

Sebastopol Library

Western Bulldogs – AFLW (Pride Round team)

Central Highlands Water

