



2021-22

Queer Screen
Directors' Report

Diversity | Creativity | Inspiration | Inclusiveness | Pride

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NOTE FROM THE BOARD

Despite Covid and the disruption that that continued to bring to financial year 2022, Queer Screen has had a very successful and productive year both in terms of continuing to engage with our community and also in terms of Queer Screen's financial stability, which positions us well for the future. Some areas of strategic focus for the Board have been:

DISABILITY INCLUSION ACTION PLAN (DIAP)

Throughout the year, in close collaboration with Accessible Arts, Queer Screen continued work on the development and implementation of our inaugural DIAP. This important new strategy will influence all aspects of our operations, helping to ensure that Queer Screen festivals and one-off events are inclusive and assessable to all patrons.

To date, this work has included an accessibility review and redevelopment of the Queer Screen website, strategic discussions and training for Queer Screen staff and board, and surveys of our audience, volunteers, staff, and board.

In 2022, we also launched a quiet space at Mardi Gras Film Festival for the first time, engaged a working group comprising local LGBTIQ+ people with disability, and planned a nationwide competition for artists with disability to image the final report.

Queer Screen's DIAP is scheduled to launch at our 30th anniversary Mardi Gras Film Festival, and we encourage interested community members who want to learn more or get involved in the rollout of this work to get in touch with us.

DIVERSITY, INCLUSION AND BELONGING

Nic Brennan joined Queer Screen as an Associate during FY22 (and subsequently joined the board), to provide some expert guidance on Diversity, Inclusion and Belonging, an area they are passionate about. Since joining, Nic's focus has been on operationalizing the role of the Equity Council, with a view to reinstating the Council in the subsequent financial year. The goal of the Council remains unchanged and is to assist Queer Screen to increase diverse, intersectional representation within its program, on the board and staff itself, as well as its audience, volunteers and membership.

GRANTS

Queer Screen applied for three grants during the financial year and was successful on two occasions, both awarded by Screen NSW, receiving total cash grants of \$50,000 for the financial year. The grants awarded during the financial year have been material in ensuring Queer Screen's financial sustainability during the COVID-19 pandemic.

DIGITAL ENGAGEMENT

The effects of the COVID pandemic lockdowns affected our engagement, as there were fewer physical in-person events and shorter lead times for festivals than prior. This negatively affected audience reach and engagement across websites, however, positively achieved social reach during festival activities like during QS21.

Website:

Google analytics. Website – 161,167 sessions (-14.37%)

Google analytics new users – 99,500 total (-12.10%)

Google analytics page views - 535,576 total (-17.68%)

Queer Screen app users – Downloads only 690 (-44.75%) Downloads and updates 2510 (-39.56%)

Facebook - Reached 8,089,395 users (+1.9K%), 281 likes (-54.2%)

Instagram - Reached 127,769 users (+63.6%), Followers data YoY not available.

YouTube Views – 221,977 views vs 392,227 views (-43.4%) 3.6K Watch hours vs 6.5K

Twitter followers – 5,438 Followers (Growth unknown)

COMMUNITY COLLABORATION

In FY22 Queer Screen again was asked to curate programs for a number of partners, community groups and festivals around the globe. Helping us showcase amazing LGBTIQ+ stories on screen to the most people possible.

- Feast in Adelaide
- Beijing Queer Film Festival
- Cygnet Arts Council (Tasmanian)
- Naughty Noodle Fun Haus (Central Coast)
- ACON's Love Project
- Powerhouse Mardi Gras Late
- South Coast Queers
- The Bank Hotel
- Corrs
- Deloitte
- Morgan Stanley
- Charles Sturt University

In addition to the above Queer Screen hosted our own IDAHOBIT screening in May, of an inspiring documentary Small Town Pride at \$10 Community Ticket pricing.

VOLUNTEERS

Our volunteer base continues to be loyal and highly engaged. We successfully rolled out TimeCounts, our new volunteer registration and scheduling tool. This transition was well received given its increased usability and functionality. In addition, we continue to enhance our volunteer experience with additional online tools, guides and videos, venue orientation, and volunteer appreciation and recognition. We are incredibly thankful to all our volunteers and we look forward to continuing our volunteer experience initiatives.

MEMBERSHIP

Membership has decreased by approximately 9% over the last financial year. Anecdotally, hesitancy from in-person festival attendance has contributed to this decrease.

GOVERNANCE

Queer Screen has continued to comply with its ACNC requirements. The Board remains committed to strong governance and transparency and continues to strengthen it's policies and governance.

Cheryl Kavanagh

Cheryl Kavanagh Abs Osseiran

Co Chairs of Queer Screen

HIGHLIGHTS FROM THE FESTIVAL DIRECTOR

9th Queer Screen Film Fest September 16-26, 2021

We asked our audience to Keep Calm and Stay Queer at QSFF21. Which was very apt considering the situation with the pandemic at the time, saw us produce our first ever completely online festival. Reaching out nationwide, combined with Sydney being on lockdown resulted in the highest ever QSFF audience of over 11,000 people tuning in to watch over 40 features, documentaries and short films.

At QSFF21 we also launched our Financial Aid Ticket program which is intended for those who are facing social or economic barriers to accessing film festival tickets. With two free tickets available to anyone who requests them with no questions asked.

Queer Screen's 29th Mardi Gras Film Festival February 17 - March 3, 2022

MGFF22 marked the fourth film festival we produced during the global pandemic and due to the Omicron wave it was the first festival to see a more measurable negative impact on cinema audience numbers. Offering a hybrid festival model enabled many people to tune in across the nation and those who felt comfortable enthusiastically joined us at the cinema to explore the queer frontier.

119 films were showcased at the festival and we again saw ourselves able to tour a program to Canberra and the Blue Mountains.

Along with continuing our Financial Aid Ticket program we launched Community Tickets, where all tickets for five select cinema sessions in the festival were available at the heavily discounted rate of \$10.

Film Industry Funding Initiatives

Due to the impacts of COVID-19 on independent filmmaking, Queer Screen announced on the Closing Night of Mardi Gras Film Festival 2021 that an additional round of the Completion Fund would be offered in July 2021. Awarding Australian feature films Closing Night and *Lonesome* \$8,000 and \$5,000 respectively and Tik Tok series *Scattered* \$2,000 in July and in March 2022, feature films *Slant* and *The Longest Weekend* \$10,000 and \$8,000 respectively and documentary *The Story of Trans Glamoré* \$2,000.

Queer Screen Pitch Off was held virtually in September, with six filmmakers pitching for \$10,000 in production funding for their short film. *Before 8am* from Writer-Director Taofia Pelesasa took out the prize. Queer Screen is thrilled that we can continue to support Australian LGBTIQ+ filmmakers in such direct ways. With the FY22 marking the highest level of support we have ever offered in one financial year of \$45,000, which is truly something to celebrate.







MANAGEMENT TEAM



Lisa Rose (she/her) – Festival Director

Lisa was appointed as Queer Screen’s Festival Director in May 2017, after serving four and half years on the not for profit charities Board of Directors, including stints as Membership Director, Vice-President and President. She was a founding board director of Queer Screen Film Fest held each September. During her time at Queer Screen, the organisation has launched two industry initiatives, to help LGBTIQ+ film content be made by emerging Australian filmmakers with the Queer Screen Completion Fund and Queer Screen Pitch Off and introduced a hybrid model of festivals for in person and on-demand screenings. A passionate believer in giving voice to all forms of queer entertainment, Lisa is focused on showcasing and championing diversity and is also known for her somewhat amusing film introductions and her love of the Richmond Tigers.



Vicki Gutierrez (she/her) – Festival Operations Manager

Vicki joined Queer Screen in 2017 after 2 years as Production Manager for the Sydney Latin American Film Festival. She studied Communication and Cultural Studies at Wollongong University and started her career in publishing and editing as an agents assistant for Curtis Brown, Australia’s largest literary agency. Working closely with authors led to her role as online editor for RPC Group in Toronto, Canada. In addition to the Sydney Latin American Film Festival, Vicki has also worked with Winda Film Festival and Flickerfest: International Short Film Festival. Vicki also serves as the Vice President of SLAFF on a volunteer basis and is passionate about developing audience engagement and promoting diversity in the Sydney cultural landscape. It is with much sadness that we announce that Vicki has stepped down from her role as Festival Operations Manager. Queer Screen would like to take this opportunity to thank Vicki for her tireless work, 5 years and 10 fabulous festivals with Queer Screen, putting on amazing events. She will be sorely missed, but will continue to be part of the Queer Screen Community. We wish Vicki all the best with her future endeavours.

MANAGEMENT TEAM



Paul Kennedy (he/him) – Head of Partnerships

After working overseas in Tokyo, London and New York Paul returned to Australia and now acts as a sponsorship consultant for premium events and film festivals around Australia. He is passionate about developing mutually beneficial partnerships and creative projects that make a difference to our world in some way. He has previously worked for Warner Bros Studios, Showtime and as a producer for McCann Ericsson London. After two years as a Queer Screen board director Paul moved over to the management team last year. Paul also sits on boards/ committees for several other community groups including Camp Goodtime/ Positive Kids at Sydney Children's Hospital and Tamarama Surf Lifesaving Club where he is also an active lifesaver.

OUR BOARD



Cheryl Kavanagh (she/her) – Co-Chair

Cheryl has been a Director since November 2012. She brings with her a wealth of business operations knowledge, drawing from the Hospitality and Finance sectors with over ten years of management experience. Cheryl has a Masters in Management. As a diversity advocate, she is committed to the mission of promoting awareness, education and celebrating diversity. Under Cheryl's guidance, Queer Screen has converted its accounting practice from a local computer-based function to an online cloud accounting solution to promote process efficiencies and transparency. She is one of the founding members of Queer Screen Film Fest and has been a participating member in donation drives throughout the years.



Abs Osseiran (he/him) – Co-Chair & Treasurer

Abs has been a Board Director and Treasurer of Queer Screen since April 2020. Whilst Abs is passionate about diversity and inclusion, having worked in senior roles in multinational companies in Australia and Europe, he also brings 15 years of experience to the Director and Treasurer roles. He is an admitted solicitor, chartered accountant, and chartered tax advisor. Abs is also a graduating member of the Australian Institute of Company Directors. Abs was appointed Co-Chair of the Board in December 2020.

OUR BOARD



Finn O'Keefe (he/him) – Digital Engagement Director

Finn O'Keefe has over ten years' experience in communications management at leading community legal, HIV, and arts & cultural organisations, and a decades' worth of experience as a freelance audio producer and composer for multi-language film, TV and radio projects. Finn joined Queer Screen as a Board Associate in 2015 and was appointed to the Board in 2016. For over five years, Finn has overseen the growth of Queer Screen's digital strategy, working closely with the festival director and other key personnel. He has also supported many other aspects of the organisation's work over the years, including pre-screening and copywriting. Finn lives with mild cerebral palsy and is passionate about the visibility and inclusion of people with disability and other diverse communities, both on and off screen.



Cameron Bayley (he/him) – Web Director

Cameron Bayley is a journalist with more than a decade's experience in publishing, across a variety of titles encompassing entertainment, fashion and arts – working in several roles, from staff writer and chief sub-editor to editor. He now works as an online editor in the entertainment space. As a board director, Cameron has a focus on the website and content, providing editorial support across several channels for the organisation. He works year-round with the festival director and the digital team to manage and produce Queer Screen's eNews, as well as contributing content to the website and the festival guides, and overseeing management of the website. He also helps with the selection of finalists for My Queer Career and is part of the team that supports the festival director in their work selecting films to screen at Queer Screen's festivals. Volunteering for the LGBTIQ community has always been important to Cameron, who has lent his time to groups such as Queer Screen and Sydney Gay and Lesbian Mardi Gras for many years. Cameron stepped down from the Board in June 2022. The Board would like to take this opportunity to thank Cameron for his years of service to Queer Screen and for his friendship and fabulous fashion.

OUR BOARD



Mike Worsley (he/him) – Filmmaker Director

Mike is an award-winning executive producer with almost 20 years of TV industry experience in the UK, Europe, Asia and Australia, on BAFTA-Award winning shows such as Ant & Dec's Saturday Night Takeaway and Australian series including Australia's Got Talent and Australian Ninja Warrior. Mike runs his own production company, Create & Cast, which has produced dozens of hours of entertainment including a Channel Ten comedy special, and created Australia's first fully independent queer live stream TV series Live from Stonewall that's had over 100K episode views to date, and featured Queer Screen-recommended movies of the week, as well as keeping creatives and performers working during the COVID-19 TV industry shutdown. Due to his love of queer storytelling and capturing the celebration and impact of the MGFF festival, Mike joined Queer Screen in February 2015 filming coverage of the festival and events, being brought on as a Board Associate that year. Mike stepped down from the Board in September 2021. The Board would like to thank him for his contributions as Filmmaker Director, and we are delighted that he has remained an Associate of Queer Screen and continues to contribute with his unique expertise



Ian Goshko (he/him) – Members and Volunteers Director

Ian (he/him) is passionate about inclusion, diversity and equity in the community and workplace. After years of being a corporate sponsor and volunteering at Queer Screen, Ian joined the Board in April 2020 supporting both volunteer and membership initiatives.

Ian is the Regional Head of Diversity, Equity and Inclusion at Macquarie Group. Prior to Macquarie, Ian had a tenured career in management consulting, specialising in change management, HR transformation, and employee experience. In addition to volunteering with Queer Screen, Ian's had several roles with Out for Australia (a community organisation that provides role models, mentors, events and support to aspiring LGBTIQ+ professionals) and continues to be a mentor for queer youth and young professionals.

OUR BOARD



Roger Gatchalian (he/him) – Marketing and Members Director

Roger is a marketing, brand and communications specialist with nearly two decades' experience in the luxury hospitality, food and beverage, and professional sports industries, both in Australia and overseas.

He was a founding member of The Star Entertainment Group's LGBTIQ+ diversity group, Spectrum, in 2014, and spearheaded The Star's sponsorship and activation of Queer Screen, Sydney Gay and Lesbian Mardi Gras (coordinating The Star's float in 2016) and Pride House for the Gold Coast 2018 Commonwealth Games.

He was a presenter at the Pride in Practice Conference in 2017 and 2018 and has volunteered for Out For Australia as a youth mentor. While Roger's involvement with Queer Screen has spanned some time he only joined as a Board Associate in late 2020. As a film buff he's thrilled to be stepping into a Board Director role, assisting the organisation with membership and marketing.



Angela Ruchin (she/her) – Director and Company Secretary

After many years attending and thoroughly enjoying, the content, vibe and inclusiveness of the Mardi Gras Film Festivals and Queer Screen Film Festivals, Angela has taken the plunge and joined Queer Screen Limited in November 2020, focussing on governance.

Angela brings with her 20 years of experience in financial markets, having worked in roles across lending, asset management, funds management and investment advisory. In these roles she has most relevantly been a company director of several Australian infrastructure assets. She is a Commerce (Accounting) and Finance graduate from the University of Adelaide, a Chartered Financial Analyst, a Certified Practising Accountant, has a graduate certificate in Applied Finance and Investment from FINSIA, is a graduate of the Australian Institute of Company Directors and has completed the Oxford Women's Leadership course through the Said Business School and a Business and Climate Change: Towards Net Zero Emissions course from University of Cambridge, though she promises us she is not as boring as she sounds! Her hobbies include governance.

OUR BOARD



Saro Mugnaini (he/him)– Funding Director

Saro has been a participant and a member of Queer Screen for many years and believes strongly in Queer Screen’s charter and mission. He decided to contribute to Queer Screen and become a Board Associate in 2020 and has been a Board Director since 2021.

Saro is a professional with more than 10 years’ experience in General Management roles with extensive experience in business administration. He has considerable commercial and financial acumen and has a Graduate Diploma in Business Administration and has extensive knowledge of Diversity and Inclusion (D&I) strategies and initiatives.

BOARD ASSOCIATES

Our Board and staff are supported by skilled and dedicated Board Associates.

Thank you to our 2021-22 Board Associate team: Brodie Pyke, David Libter, Erika Felton, Mike Worsley, and Nic Brennan, who all provide invaluable assistance to the Board and Queer Screen.