



ANNUAL REPORT 2022

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Rainbow Families acknowledges Aboriginal and Torres Strait Islander people as the Traditional Custodians of the lands, skies, and waterways across Australia. We acknowledge that sovereignty was never ceded. We appreciate the knowledge, wisdom and learnings of the longest living cultures.

OUR MISSION

The purpose of Rainbow Families is to build a community that fosters resiliency by connecting, supporting and empowering LGBTQ+ parents and their children

Rainbow Families is the peak organisation supporting lesbian, gay, bisexual, transgender and queer (LGBTQ+) parents and their children. Our community of volunteers and partners deliver a range of programs including seminars, parenting education, playgroups and new parents groups, as well as social gatherings for community and cultural events.

We are a voice for LGBTQ+ parents and their children, providing advocacy, support and opportunities to celebrate our families. We are governed by a Board of Directors and supported by volunteer committees comprised of professionals and experienced advocates.

As a charity, registered with the ACNC, Rainbow Families works to reduce discrimination and disadvantage faced by children of LGBTQ+ parents so they can thrive and shine, and is a support network for parents and carers, as well as future parents and carers.

As a not-for-profit organisation, we rely on fundraising, community grants, and private donations to ensure our quality programs continue. We were first convened in early 2015, and incorporated in April 2016. In 2020 Rainbow Families became a registered charity under Commonwealth law and we continue to develop our welfare division to further assist those in need.





CO-CHAIR REPORT

Howdy, for one last time...

For those who don't know me, my name is Scott Brunelle. I was one of the two founding CoChairs of Rainbow Families back in 2015 and have been currently serving as CoChair for the past three years. While it is bittersweet, I will be finishing up my time on the board at the 2022 AGM. I am excited to be making room for new leadership to support the continued delivery of our charitable purpose and to continue developing Rainbow Families as an organisation.

Looking back to 2015, when a few of us LGBTQ+ parents with children first met as a diverse group, and decided to come together to form Rainbow Families, it is hard to believe how far we have come. Today, Rainbow Families is a thriving charity with a huge purpose: To reduce the suffering and disadvantage faced by the children of LGBTQ+ parents.

As an organisation, we work toward achieving our purpose in two ways. Firstly, we work from the inside to support and build up our amazing community of children and families. Secondly, we work from the outside to reduce the suffering and disadvantage faced by our children and families when we intersect with the wider, non-LGBTQ+ community. I am proud to say that during 2022, we made substantial progress in both areas.

To support our community, in addition to all of the community events and programs that were already in existence, 2022 saw the launch of the Peer Support Program. This pivotal program was launched to ensure that no LGBTQ+ parent or family feels alone, no matter where they are geographically or in their parenting journey. 2022 also saw more amazing work from the Youth Advisory Council as they developed and launched a dedicated resource that shares the voice of young people with LGBTQ+ parents. This resource brings to life our young people's experiences as it shares the stories and interests of some young people in our community. Congratulations to all members of the YAC and everyone else who helped bring this resource to life.

As we look at how Rainbow Families works to reduce the suffering and disadvantage faced by our children and families, we are proud of the continued work Rainbow Families has completed with the Strong, Safe and Fabulous initiative. In particular, the multiple webinar series that were run in 2022 to help educators of all ages learn more about how to be inclusive of our children and families.

2022 also saw the kick-off of an ongoing relationship with Early Childhood Australia (ECA). ECA is the peak body representing 0-5 educators Australia-wide. Our work with them is focused on helping all early childhood educators become confident to intentionally teach all children about family diversity, including LGBTQ+ parents. Unfortunately, research tells us that most children in Australia with LGBTQ+ parents will experience some form of abuse or discrimination at some point based on their family. But by educating all children Australia-wide on family diversity, our children will likely experience less discrimination and disadvantage as they grow. It is a big task to educate all children in Australia on family diversity, but a very worthwhile goal that will support our children for generations to come.

As writing this is my last official action as CoChair, I want to say thank to our community for allowing me to serve. Thank you to Kylie Gwynne, Charlie Willbridge, Vanessa Gonzalez, and Justine Maguire-Scarvelli for being CoChairs with me through the years. Thank you to our Executive Officer Ashley Scott for your dedication and passion to keeping Rainbow Families moving forward, and last but not least, a huge thank you to my fellow board and committee members, past and present, and all our amazing volunteers. It is through a collective effort that all things are possible.

We hope you enjoy reading all that Rainbow Families has been up to in the past year, and thank you in advance for your continued support.

Most sincerely,
Scott Brunelle
Outgoing CoChair



EXECUTIVE OFFICER REPORT

For over seven years, Rainbow Families has adapted to the growing and changing needs of our community. We now offer support and connection all along the parenting journey; from supporting people thinking about adventures in parenting, to the first antenatal class, parenting group, children's resilience camp, family group holidays, a program of parenting classes, and social events for all families. Our children are growing up, and the Youth Council offer a special place for them.

The last couple of years, as well as the start of this year has been challenging for many children, young people and parents in our community due to the impact of COVID and restrictions. We have been delighted to bring our events back face to face this year, while also supporting the community during isolation times with activity packs and information about being COVID safe.

We have also initiated new projects this year; our family violence prevention project launched a series of webinars aimed at educators wanting to better support LGBTQ+ students and families. Our Youth Council has been hard at work over the past year developing a new resource for young people, by young people. Little Rainbows is a beautiful collection of stories and activities for our families.

We also continue to grow as a team. Thank you to our staff, Monique Ribeiro, and Steve Clarke, who are both dedicated, talented and continue delivering for our community. In the last quarter of 2022 we've employed Monica Enriquez to coordinate our Youth Council and Maree Mullins as a project coordinator to assist with delivering the amazing variety of projects offered to our community. 2023 looks to be a year of growth for Rainbow Families with additional programs and support for our families.

The commitment and passion of our board, committees, volunteers, donors, partners and supporters is incredible and speaks to the quality of our work and the exciting future that lies ahead. A future focused on ensuring that all rainbow families belong, are valued, hopeful and thriving.

Ashley Scott
Executive Officer












Volunteers

RAINBOW FAMILIES IS FUELLED BY PASSIONATE, COMMITTED PEOPLE WHO HAVE EXPERIENCED FIRST HAND THE BENEFITS OF OUR WORK TOGETHER, AS WELL AS EXTENDED FAMILY AND FRIENDS WHO ARE ALLIES AND BELIEVE IN OUR MISSION.





We have a child protection and safety policy requiring all board members and volunteers to have a clear Working with Children Check. We thank the wonderful volunteers that put up their hands in 2022 to deliver the much needed programs for our community.

Board Members

BOARD

-  Scott Brunelle
-  Charlie Willbridge
-  Lisa Story
-  Bridget Muir
-  Dror Hazy
-  Bern Foley
-  Robbie Robertson
-  Amy McGowan
-  Kylie Gwynne

Staff

-  **EXECUTIVE OFFICER**
Ashley Scott
-  **YOUTH COUNCIL COORDINATOR**
Monica Enriquez
-  **PROJECT COORDINATOR – PEER SUPPORT PROGRAM**
Monique Riberio
-  **DEVELOPMENT SPECIALIST**
Steve Clarke

This year we have had a number of Board members step back from the Board. We would like to thank Kylie Gwynne, Amy McGowan, Robbie Robertson, Bridget Muir and Scott Brunelle for their work and dedication to our community over the past few years. Many of these Board members have been volunteering with Rainbow Families for many years, some for six or seven years and they have worked on some amazing projects for our community including our Trans and Gender Diverse Parents Guide, Lactation Project and Early Childhood Education project. Thank you Kylie, Amy, Robbie, Bridget and Scott for all you have done for our community.

Committee Members

MARKETING

Adele Ladewig
Harriet Smith
Steve Jenkins
Will Pascoe
Catherine Milne
Dianne Van Dulken
Willow Aliento

COMMUNITY WELFARE AND EDUCATION

Alison Gould
Georgia Lancey
Justine Field
Marly Greenwood
Skye Cannon
Vanessa Gonzalez
Sarah Hopkins
Rachel Ried
Jolene Evans
Reb Schoates
Michelle Parker
Kim Wilson

GOVERNANCE

Emily Ninnes
Cavill Borger
Jodie Bateup
Allan Dall

COMMUNITY EVENTS

Belinda Mclean
Rackas Robinson
Jess Kelly
Kelly Chelho
Stacey Barnes
Erin O'Brien Millar
Sharmelle Peterson
Marlena Sprott
Hayley Todd
Faycal Ben
Lara Sabbadin

EQUALITY

Connor Bosel
Sam Everingham
Steven Page
Xavier Heyman

PROGRAMS AND IMPACT

As we look back at what we have achieved this year, one thing is certain - uplifting and empowering LGBTQ+ parents and carers is at the core of Rainbow Families, and we can see how imperative this is throughout the journey of LGBTQ+ parenthood.



62
playgroups



16
education webinars



4
antenatal classes



4
lactation classes



40
new parents groups



23
participants in peer support group



300
campers



90
potential parents at making rainbow families



50
weekend catch ups



1
exciting new resource



500
COVID activity packs



120
marchers in Mardi Gras



350
people at Family Pride



5
sports carnivals

Playgroups

Our weekly playgroup in Erskineville and our monthly playgroup in Currans Hill are wonderful places for new parents to meet, and babies and toddlers experience social connection and play. Thank you to Stacey Barnes in Erskineville and Hayley Todd in Currans Hill who coordinate playgroup and welcome new families.

Antenatal Class

In partnership with Sydney Local Health District, the Rainbow Families Antenatal and postnatal class runs every quarter. The Rainbow Families antenatal class is an LGBTQ+ focused, inclusive, parenting education class. The first half of the day is dedicated to the birth process and is aimed at people who will be in the birth suite. After lunch the class opens up to all expectant parents and carers, with important information on postnatal care, and what to do when you get home with your baby.

Lactation Resource

In partnership with the Australian Breastfeeding Association, the Rainbow Families lactation class is run three times each year and is an inclusive parent education class for LGBTQ+ parents wanting to understand the options for breastfeeding, chestfeeding, co-feeding and so much more.

New Parents Group

“WE ARE HOPING TO PROVIDE FAMILIES WITH AN INCLUSIVE GROUP TO SUPPORT THEM IN THEIR EARLY PARENTING JOURNEY.”

RACHAEL REID, CHILD AND FAMILY HEALTH NURSE

This well attended and popular group is designed to support LGBTQ+ parents with new babies. Facilitated by Jo Fletcher from Connect Redfern the group runs like a traditional new parents group for the first four weeks with education and information for new parents. The group then continues to meet for the rest of the term as a supported baby group for queer parents.



Mardi Gras

The Rainbow Families Mardi Gras volunteer committee worked many hours liaising with event organisers, developing float costumes and themes, organising props and banners. Bern and the team did an excellent job. The result was slick, colourful and gorgeous. We could not put on all of the events throughout the year without our wonderful team of volunteers.

For those marching with Rainbow Families at Mardi Gras, it was a fabulous evening! The marshalling area was full of entertainment. The kids had a ball watching the other floats practice their dance moves, and the sense of community was amazing. Once we started marching, the kids didn't know where to look. A stadium full of people cheering them on made it a night they will remember forever.

Family Pride

We were excited to celebrate International Family Equality Day with other LGBTQ+ families organisations from around the world. The Family Fun Day was held in Marrickville, and included performances, a visit from Wild Life Sydney Zoo who came with reptiles, snakes and a cuddly koala, Madame Tussaud brought Troye Sivan along for the day. Reverse Garbage ran one of their fabulous craft activities for kids. Drag Storytime with Joyce Maynge was a hit. Thanks to ACON, Wear It Purple, The Gender Centre, Anti-Discrimination NSW, Barnardos, IVF Australia, Cannon and Twenty10 for hosting activities for children and young people. Thank you also to Commonwealth Bank for funding this event.

Halloween Disco

After a three year break we were so excited to have our Halloween Disco back on this year. The disco was an opportunity for families for families from around Sydney to come together and be with our amazing community and engage with some very exciting activities as well as get dressed up in some incredible costumes. Thank you to Macquarie Bank for funding this event and making it free for our community to attend.

Resilience Camp

Our annual Resilience Camp ran again this year at the Academy of Sport, Narrabeen, with 100 people participating from across NSW. This year was the fourth time this camp has been run and it has become evident that this camp is of vital importance to our community, especially those living in regional NSW. A huge thank you to our Resilience Camp organising committee who are also parent volunteers from our community - Sarah, Emma, Georgia, Vanessa, Teirney, Skye and Emma, and Bridget.

WE ENJOYED THE ABILITY TO CONNECT WITH OTHER RAINBOW FAMILIES, UNDERSTAND THAT WE ARE A COMMUNITY THAT IS UNDER SERVICED IN SO MANY WAYS! AND THE OPPORTUNITY FOR OUR SON TO SEE RAINBOW FAMILIES AS NORMAL.

Making Rainbow Families

We know LGBTQ+ families are created in such diverse ways. Making Rainbow Families is our annual event that helps to connect and support prospective parents. This year the event was offered using the “hybrid model” of face-to-face and online. This was the first time this format was used and it proved to be supportive as we had participants join who couldn’t make it in person. The one day event was very successful with over 80 people attending (half in-person and half virtual) from across Australia.

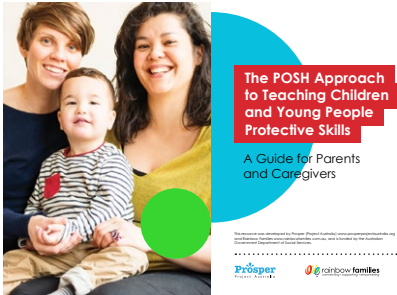
Special thanks to the following organisations and individuals who presented: Jacqueline MacDiarmid, Barnados Australia, IVF Australia, Growing Families, Surrogacy Australia and KMJ Family Law. A huge thank you to our volunteers, Scott Brunelle (who coordinated the event), and Kylie Gwen, Marly Greenwood and Bridget Muir who volunteered on the day.

Strong Safe Fabulous

#StrongSafeFabulous is community education project developed by Prosper (Project Australia) in partnership with Rainbow Families to support the prevention of domestic and family violence, and child abuse in LGBTQIA+ families.

The project has developed a range of resources for parents, resources for children and teenagers, and a website to host all of these resources. #StrongSafeFabulous is informed by Our Watch’s Change the Story, the Australian national prevention of violence against women framework and Rainbow Health Victoria’s Pride In Prevention.

The focus of the project this year has been on educating schools and educators around LGBTQIA+ inclusion. We’ve run monthly webinars aimed at school staff covering topics such as How Religious Schools Can Be Inclusive Of LGBTQIA+ Students, Fostering Inclusive Attitudes In Primary School Children and Creating Allies And Connection In Young People.



Neurodiverse Rainbow Families Group

Virtually, we also established a Facebook group for Neurodivergent Families which is admin’d by volunteer parents with lived experience. This group has grown fast and we can see there is a need for supporting neurodivergent families. Big thanks to Justine, Jolene and Bridget who look after this group.

LGBTQ+ Inclusive Training For Midwives

Some LGBTQ+ families also require non judgemental support from midwives and birthing support people. As such, this year Rainbow Families also partnered with the Australia College of Midwives to create a LGBTQ+ inclusive training package for midwives. A fabulous step towards more inclusive care. Thank you to Rachel Reid and Bridget Muir for working on this project.



Youth Council

“I LOVE THE YAC BECAUSE I FEEL WELCOME FOR WHO I AM AND I CAN EXPRESS MY FEELINGS ON TOPICS WITHOUT PRESSURE.”

The Youth Advisory Council (YAC) has had a momentous year with their amazing new resource, “Little Rainbows”, which is a resource developed for young people by young people. Rainbow Families also have employed a youth worker, Mon Enriquez, to support the Youth Advisory Council moving forward. A very special thank you to Vanessa Gonzalez who has given so much ongoing support, time and love to the YAC, and to Amand Third and the team at The Young And Resilient Research Centre at Western Sydney University for their work on Little Rainbows.

“I ENJOY THE YAC BECAUSE THE GROUP MAKES ME FEEL WELCOME, AND I CAN BOND WITH OTHERS WHO HAVE GROWN UP IN SIMILAR SITUATIONS.”



Family Diversity Training For Early Learning Educators

As children grow and start moving into early education settings, many LGBTQ+ parents have found that there is a lack of understanding of what it means to be an LGBTQ+ parent or carer. Because of this huge gap, Early Education Australia and Rainbow Families now have a partnership to develop and establish a “Family Diversity” training module and package for early childhood educators in Australia. This groundbreaking project has been led by Scott Brunelle and Marly Greenwood, who also travelled to Canberra to present at the Early Childhood Australia National Conference. This project will soon be launched and early childhood educators will be able to access the training package online.

COVID Packs

Earlier this year was challenging for many families due to ongoing COVID restrictions, isolation periods, and the impact on ability to connect with family, friends and community. Many families reached out to us looking for information, support, and referrals.

To help support our community we partnered with Reverse Garbage to create and deliver sustainable activity packs for children in Rainbow Families. The wonderful team at Reverse Garbage use repurposed, up-cycled materials to create a number of different child led art and craft activities that with limited supervision children will be able to do, and also provide parents some much needed support.

The project was funded by the Department of Communities and Justice, and focused on supporting families to balance caring for their kids while juggling working and life during the pandemic.

Parenting Teens Webinar Series

A gap recognised earlier this year was the lack of support for LGBTQ+ parents and carers with teenagers. As such, MetroAisst with support from Rainbow Families also ran a series of webinars for LGBTQ+ parents and carers of teenagers. These webinars ran once per month via live Zoom and are available on our website for access.

Peer Support Program

This year we also continued the Peer Support Program that started at the end of 2021. Overall, we have had two rounds of the program and participants have found it beneficial connecting with another LGBTQ+ parent from the community. These have been coordinated by our Peer Support Program Coordinator, Monique Rebeiro.

EQUALITY

2022 was a busy and productive year for our equality team. The nature of fighting for equality for our families is that a lot of the work we do is reactive to situations that arise throughout the year. This year the issues we responded to were the lack of inclusion of our families in the Census and the opportunity to have our families included in Alex Greenqich’s Equality Bill.

Legal Parentage

Our legal parentage campaign has continued to try and deliver on reforms to laws Australia. We want to ensure families are protected by the law and find a clearer pathway to making families through surrogacy arrangements in an ethical way. We have created a coalition of organisations and individuals with an interest in this issue and are working with Equality Australia to continue to push for recognition of parentage for our families.

Census

It was disappointing to see that the Census 2021 did not collect data about our families in an inclusive way, nor was it effective in providing an accurate snapshot of Australian society. The information collected by the Census helps government, non-government organisations and businesses to provide of a range of services across the community. We have met with the Australian Bureau of Statistics a number of times this year voicing our concerns about the way in which the questions were written and how we were not captured. We will continue to advocate to ensure our communities are accurately recorded in the Census.

GOVERNANCE

Rainbow families is registered with the Australian Charities Not-for-Profits Commission (ACNC). This has been the third year Rainbow Families have been operating under its Deductible Gift Recipient (DGR) which requires adhering to ACNC standards.

Last year we built on our Governance foundation and continued to focus on programs and events and the governance of the organisation itself including operational aspects and board functions.

In late 2022 the board established a Governance Committee. The Governance committee wasted no time in commenced its work. An ACNC self-assessment has been undertaken to understand the existing governance arrangements, from this established a program of works to be undertaken over the next 12 months. A review of policies and establishing an appropriate risk management framework are part of this program of work.

MARKETING

The role of the marketing committee is to amplify our messages, connect with families and allies and entice participation in the broader conversation about Rainbow Families.

This year we were building on the base we developed in 2021 with the refresh of our marketing strategy, new website build and relaunch of our Instagram and Tick Tock sites.

Our committee met monthly to ensure that we were delivering our strategy and to hear updates from our key team members who have responsibilities in the areas of the newsletter, social media, website and supporting key events and activities such as Mardi Gras, Resilience Camp, Fair Day to name a few.

Social Media

Facebook & Instagram are our primary channels to connect with our key audiences, which has increased significantly over the last 12 months – 63% increase in followers to facebook and 17% on Instagram.

Website

The committee has continued to improve the website to ensure that it becomes the key hub and resource centre for RF, with the analytics confirming that viewers are increasing the time spent on key pages and not bouncing out of the site at the home page.

The final months of 2022 has been focussing our attention on ensuring that we have a strong, vibrant and fun presence at World Pride in March 23, with key activities such as the Human Rights Conference, Drag Story time at the Aquarium, Making Rainbow Families seminar and our annual fair day and parade experiences.



7.3K FOLLOWERS

751 NEW FOLLOWERS
↑ 63.4% on previous year

5,257 PROFILE VISITS
↑ 9.3% on previous year

319,653 TOTAL REACH
↑ 297.5% on previous year



3.2K FOLLOWERS

492 NEW FOLLOWERS
↑ 16.9% on previous year

4,453 PROFILE VISITS
↑ 1.6% on previous year

36,315 TOTAL REACH
↓ 3.8% on previous year

SOCIAL MEDIA GOALS 22-23:

Continue growth of two primary channels

Increase activity on Linked In

Increase organic reach and page visits

Maximise Facebook ads

TREASURER'S REPORT

As a volunteer-led community organisation, we are proud of the range of services and supports we offer the community. Many of these are financed through fundraising events, corporate grants and sponsorships, and generous donations.

This year our revenue from grants and donations increased which has allowed us to offer some exciting new projects and to resource the organisation with more staff. We look forward to an exciting year of growth in 2023 thanks to our increasingly secure financial position.

Profit And Loss

RAINBOW FAMILIES INC FOR THE YEAR ENDED 30 JUNE 2022		30 JUN 2022
Trading Income		
Donations (Corporate)		161,245.66
Donations (Public)		18,599.87
Grants - (Local) Operating - Non recurrent		155,000.00
Grants - Other		19,900.00
Interest Income		50.15
Operating Income: Membership Fees		4,940.55
Operating Income: Sale of Goods/Merchandise/Tickets etc		22,843.19
Operating Income: Sponsorships		114,887.41
Other Revenue		6,612.00
RFFVPP Income		19,734.42
Total Trading Income		523,813.25
Cost of Sales		
Direct Costs for Events		39,405.45
Direct Costs for Resources		91,631.82
Operating COGS: Tickets/Merchandise etc		6,513.51
Total Cost of Sales		137,550.78
Gross Profit		386,262.47
Other Income		
COVID-19 Service NSW JobSaver (2021)		18,000.00
Total Other Income		18,000.00
Operating Expenses		
Accounting & Bookkeeping		5,717.46
Advertising & Promotion		46,403.42
Bank Fees		1,251.78
Computer Expenses		2,680.89
Consultants & Subcontractors		46,747.64
Fees & Permits		518.86
Income Tax Expense		11,142.72
Insurance-Public Liability		1,037.50
Membership Fees Paid		393.63
Merchant Fees		36.42
Mobile Calls		168.18
Postage & Freight		234.54
Printing & Stationery		391.25
Publications and Information Resources		101.48
Repairs and Maintenance		336.11
Superannuation		9,772.00
Travel - National		1,110.45
Wages and Salaries		98,257.24
Workers Comp Insurance		567.41
Total Operating Expenses		226,868.98
Net Profit		177,393.49

Balance Sheet

RAINBOW FAMILIES INC FOR THE YEAR ENDED 30 JUNE 2022		30 JUN 2022
Assets		
Bank		
AUD PayPal		1,446.93
Cash Reserve Account		218,346.57
Cheque Account		132,973.64
Total Bank		352,767.14
Current Assets		
Deposit - Addison Road Community Centre		600.00
Prepayments		788.00
Total Current Assets		1,388.00
Total Assets		354,155.14
Liabilities		
Current Liabilities		
Accounts Payable		29,712.92
Accrued Expenses		750.00
GST		(42.46)
Provision for Annual Leave		2,040.78
Rounding		(1.02)
Salary Sacrifice Payable to Remunerator		(2,305.51)
Suspense		5.97
Wages Payable - Payroll		(2,576.49)
Total Current Liabilities		27,584.19
Total Liabilities		27,584.19
Net Assets		326,570.95
Equity		
Current Year Earnings		177,393.49
Retained Earnings		149,177.46
Total Equity		326,570.95

OUR SUPPORTERS

We thank all funders, donors, partners, and sponsors for supporting our work and enabling us to deliver programs to children, parents, and allies of the community.

Funding And Supporters

City of Sydney
Macquarie Bank
Commonwealth Bank
Department of Communities and Justice
Mirvac
East Village Shopping Centre
Aurora Foundation
Deloitte Australia
Heart Foundation
IVF Australia
Barnardos
Surrogacy Australia
Growing Families
Kyle and McGowan Family
Western Sydney University
Australian Government Department of Social Services
South Pacific Private
Maddocks
American Express

Community Partners

ACON
Twenty 10
Sydney Gay and Lesbian Mardi Gras
The Gender Centre
Prosper Project Australia
Sydney Local Health District
LGBTIQ+ Health Australia
Western Sydney University – Young and Resilient Research Centre
Australian Breastfeeding Association
Reverse Garbage
Jacqueline McDiarmid, Couple and Family Therapist
Alexandria Park Community Centre
Wear It Purple
Cannon
Anti-Discrimination NSW
Metro Assist



PO Box 306 Erskineville NSW 2043 Australia

p. 0481 565 958

e. info@rainbowfamilies.com.au

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