



Minutes Banyule Disability & Inclusion, LGBTIQA+ and Multicultural Advisory Committee

22 June 2022

Disability and Inclusion, LGBTIQA+ and Multicultural Committee Meeting | Minutes



Meeting details

Date of meeting	Wednesday, 22 June 2022
Time	5.30pm
Venue	1 Flintoff Street, Greensborough Level 4, Olympia, Hawdon and Ibbot Room Zoom
Chair/Facilitator	Cr Alison Champion
Minutes	Lisa King

Acknowledgement of the Traditional Custodians

"Banyule City Council is proud to acknowledge the Wurundjeri Woi-wurrung people as traditional custodians of the land and we pay respect to all Aboriginal and Torres Strait Elders, past, present and emerging, who have resided in the area and have been an integral part of the region's history."

Inclusive Banyule Statement

"Our community is made up of diverse cultures, beliefs, abilities, bodies, sexualities, ages and genders. We are committed to access, equity, participation and rights for everyone: principles which empower, foster harmony and increase the wellbeing of an inclusive community."

Attendee

Attendee name	Affiliation/Organisation
Cr Alison Champion	Chair, Deputy Mayor, Sherbourne Ward
Cr Rick Garotti	Councillor, Grimshaw Ward
Cr Fiona Mitsinikos	Councillor, Hawdon Ward
Alicia Rotella	Disability and Inclusion Committee
Dani Stramandinoli	Disability and Inclusion Committee
Donna Prichard	Disability and Inclusion Committee
Emma Lowe	Disability and Inclusion Committee
Laila Fernandez	Disability and Inclusion Committee
Parvin Ahadi	Disability and Inclusion Committee
Ros Melling	Disability and Inclusion Committee
Sarah Hockey	Disability and Inclusion Committee
David Landis-Morse	LGBTIQA+ Committee
Fleassy Malay	LGBTIQA+ Committee
Ilias Katis	LGBTIQA+ Committee

Michelle McNamara	LGBTIQA+ Committee
Morganne Blackburn	LGBTIQA+ Committee
Richard Peterson	LGBTIQA+ Committee
Alaa Elzokm	Multicultural Committee
Ginger (Lan) Jiang	Multicultural Committee
Jeyarajah (Raj) Ramanathan	Multicultural Committee
Samira Liban	Multicultural Committee
Susan Zhou	Multicultural Committee
Kath Brackett	Director Community Programs
Jo Wilson	Manager Resilient and Connected Communities
Sherryn Prinzi	Coordinator Community Impact
Laura Mannix	Social Policy & Planning Team Leader
Vicki Martinez	Community & Social Planner
Xenia Taunt-Rivers	Community & Social Planner
Lisa King	Community & Social Planner

Apologies

Name	Affiliation/Organisation
Donna Prichard	Banyule Disability and Inclusion Advisory Committee member
Elizabeth Parry	Banyule Disability and Inclusion Advisory Committee member
Kerryn Burgoyne	Banyule Disability and Inclusion Advisory Committee member
Parvin Ahadi	Banyule Disability and Inclusion Advisory Committee member
Ariel Ginger	LGBTIQA+ Committee community member
Bridget Hayes	LGBTIQA+ Committee community member
Jason Turner	LGBTIQA+ Committee community member
Lara Hunter	LGBTIQA+ Committee community member
Nevena Spirovski	LGBTIQA+ Committee community member
Nicole El-Hagge	LGBTIQA+ Committee community member
Albert Fatileh	Multicultural Committee community member
Ansum Sadik	Multicultural Committee community member
Baljit Singh	Multicultural Committee community member
Linda Liwewe	Multicultural Committee community member
Louisa Ong	Multicultural Committee community member
Mandira Panday	Multicultural Committee community member
Naaz Fahmida	Multicultural Committee community member
Suzanne Crenlin	Multicultural Committee community member

Items

1. Introduction

Acknowledgement of traditional custodians
Diversity Statement

2. Standing Agenda Items

Inclusive Banyule Overview

Committee members were invited to interact and vote on a series of questions throughout the meeting using the online platform Mentimeter. The results are presented in the attached presentation.

A recap of Inclusive Banyule was presented to Committee members (page 3).

Data trends and themes

A series of action areas were presented to Committee members. These were developed through the review of data reports, feedback from committee meeting and social research. The diagram (page 6) outlines the action areas which have been identified and shows the intersection of these across the population groups.

Discussion

Members of the Committees were asked to comment on some finding from the consultation data. Feedback collected as part of the consultation for Inclusive Banyule suggested that Council should not focus on specific population groups, and instead focus on inclusion actions for everyone. This was discussed and members of the Committee disagreed. They felt that identified populations need to be considered individually because the whole community is not equal.

Data from the Inclusive Banyule consultation was presented to Committee members (page 8). No further comments were discussed.

Committee members were invited to vote on the top three barriers to an inclusive community (page 9). Access to information rated the highest and with all other barriers rating very similarly. It was noted that all barriers need to be considered when uplifting inclusion with our community.

Discussion

The Committee noted that it can be difficult to understand the terms used and felt that it was important to use examples where possible.

The Committee discussed the most important inclusion issues (page 10). These issues were identified from Council's 2041 Community Visioning consultation process.

Discussion

All identified issues are very important, regardless if they are at the top of the priority list. The importance of an issues depends on each individual's situation. Council is well placed to address some of these issues due to the existence of established programs or services (eg. employment through the Inclusive Employment Program), others Council can play a key advocacy role in meeting the needs of the community.

Draft Inclusive Banyule Action Plan

Prior to the development of the Inclusive Banyule Action Plan, a review of data, evidence and resource was undertaken. It is proposed that instead of writing a series of actions over four years, a 1-year Action Plan would be developed. This was in acknowledgment of the dynamic and changing world to allow for the action plan to evolve and change.

The proposed year 1 Action Plan was shared with Committee members (pages 14-20). The Committee were invited to provide comments and feedback to determine if we had got it right. The Action Plan needs to be feasible and doable and allows for preparation for second and third year actions.

Discussion

The Committee discussed that the draft Action Plan was ambitious and questioned if it was feasible to be achieved in one year.

Sherryn explained that the Action Plan took an organisation wide approach and many actions would be owned by other business units across Council.

Committee members asked if there were opportunities for continued learning and will updates and outcomes be presented to the community/committee to determine if the approach is working.

The Committee discussed wanting to understand what will be achieved by the end of year 1 and the need for these actions to be very clear. The Committee asked to understand what will be delivered for each action and how it will be measured. The Committee asked for specific, targeted and clear actions.

The Committee also felt frustration that we are still talking about issues that have been discussed for many years. There is a large amount of information available and there is a desire for less consulting, more action.

Action

Action item to be included around raising awareness of faith practices and supporting employers to gain a greater understanding of these practices to make workplaces more inclusive of other faiths.

Eight upcoming collaborative projects were identified and discussed (page 22). Committee members had an opportunity to vote on the collaborative projects they would like to get involved in.

- **Inclusive Seminar Series**
Raise awareness of diversity of our community, these sessions will focus on particular community groups, share experiences, data, research to build understanding of different community
- **16 Days of Activism Against Gender Based Violence**
16 days of activities through the period that unpack the issue with different members of the community
- **Inclusive Employment Program**
Continue to deliver this program within our community
- **Research into Targeted Disability Cohorts**
It has been identified that disability is often discussed or considered without the nuance of different presentation of disability. This impacts how we are thinking of programs, services and policies as we only have one lens. This work will build our understanding of what this means for the community.
- **Food Organics and Garden Organics (FOGO) Program**
Support the understanding of the FOGO program for all members of the community and how this can be supported in homes.
- **Accessible Communication Guide**
A guide that will be used to improve Council's communication processes, to create communication channels that are accessible for everyone
- **AAA Grants**

Banyule City Council was successful for this grant and will now develop a tool kit for the sporting clubs to use to become more inclusive. Four sporting clubs in Banyule are participating in this project.

- **Gender Impact Assessment**
- Council is required to undertake Gender Impact Assessments as directed by the Gender Equality Act. These assessments will be undertaken on new programs, service, policy and events that have a direct impact on the community.

Action

For Council to establish working groups for members to self-nominate to work together in the development of the project.

The first working group established will be for the Inclusive Seminar Series – an invitation was sent to all committee members in the days following the meeting.

The Committees were asked how they would like to be involved in the actions identified (page 23). It was agreed that working groups for each project would be established.

3. Close and date of next meeting

Disability Committee: Wednesday 24 August

LGBTIQA+ Committee: Thursday 18 August

Multicultural Committee: Wednesday 17 August

Discussion

To be further investigated by Council Officers, the option to host Committee meetings at different locations across the municipality and the possibility of rotating these.

Discussion

Discussion item

Recommendation

Recommendation item 1

Action

Action Item 1

Outcome

Disability and Inclusion, LGBTIQA+ and Multicultural Committee Meeting

