



Minutes Inclusive Banyule Advisory Committee

11 February 2022

Meeting details

Date of meeting Friday, 11 February 2022

Time 1:00pm – 3:00pm

Venue Zoom Meeting (Online)

Chair/Facilitator Cr. Elizabeth Nealy

Minutes Danielle Clarke

Acknowledgement of the Traditional Custodians

“Our meeting is being held on the Traditional Land of the Wurundjeri Woi-wurrung people and, on behalf of Banyule City Council, I wish to acknowledge them as the Traditional Custodians. I would also like to pay my respects to the Wurundjeri Woi-wurrung Elders, past, present and emerging, and to acknowledge other Aboriginal and Torres Strait Elders joining us today.”

Diversity 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. Elizabeth Nealy	Banyule City Council
Cr. Tom Melican	Banyule City Council
Kath Brackett	Banyule City Council
Theonie Tacticos	Banyule City Council
Danielle Clarke	Banyule City Council
Ida Lloyd	Local Employment Taskforce North Region
Michael Geary	Banyule Community Health Service
Meri Ivanovska	BNLLEN
Glenn Swafford	Age-Friendly Advisory Committee
Andrew Markakis	Victoria Police
Jane Cowell	Yarra Plenty Regional Libraries
Julie Johnson	North East Neighbourhood House Network
Linda Liewewe	Multicultural Advisory Committee
David Morris	Department of Education Services and Employment

Apologies

Name	Affiliation/Organisation
Petra Begnell	Healthy Communities (PCP)
Helen Riseborough	Women's Health in the North
Catherine Corbett	Age-Friendly Advisory Committee
Kerryn Burgoyne	Disability Advisory Committee
Sam Cartledge	Disability Advisory Committee
Nicole El-Haggi	LGBTIQA+ Advisory Committee
Brooke Streatfeild	Department of Education and Training
Peggy Oberthier	Department of Education and Training

Items

1. Welcomes and Introduction 1:00 – 1:15

Acknowledgement of traditional custodians
Diversity Statement

Councillors and Council officers introduced themselves

New committee members introduced themselves

2. Meeting Overview and Business Arising 1:15 – 1:25

Meeting objectives and purpose were highlighted. Actions and key discussions from previous meeting (November 26 2021).

Meeting Overview

Meeting includes an update on the Inclusive Banyule Framework and brief timeline and expectations of the Framework. An overview of the Inclusive Banyule Grants Program and it's relationship to the Inclusive Banyule Advisory Committee, including feedback and discussion of the Guidelines document for endorsement from the committee. Presentations on Inclusive Employment and collaborative advocacy opportunities.

Business Arising

Recap of previous meetings and actions. Highlight of previous meeting mapping exercise and presentations informing Inclusive Banyule Grants Program and advocacy discussions.

3. Inclusive Business Presentation 1:25 – 1:40

Alexandra Denning (Banyule City Council) presented to the committee.

Inclusive Jobs Service looks at facilitating opportunities for inclusive employment and reducing barriers to employment that is brokered by Council supporting employers to capacity build inclusive employment opportunities in Banyule.

The presentation by Alexandra seeked feedback, input and expertise from the Inclusive Banyule Advisory Committee.

Discussion

Inclusive Employment is typically talking about creating opportunities for those generally experiencing barriers to employment. This includes First Nations and CALD communities, and people with a disability. This Service Framework will really consider a diverse range of people that make up the Banyule community

Reporting on success would consider including numbers of positions created, how long positions last and the retention of people in these roles

There are a number of resources out there that are 'tick-a-box' for inclusive employers. Important to work with employers to support existing roles becoming more inclusive as well as creating new inclusive roles

Feedback suggests that word of mouth and recruitment agencies are really driving entry-level and inclusive employment

Action

Danielle Clarke to provide Alexandra with Ida Lloyd contact details for further discussions and support

Danielle Clarke to provide Alexandra with Meri Ivanovska contact details for further discussions and support

4. Inclusive Banyule Framework 1:40 – 1:45

Final Draft of the Inclusive Banyule Framework is currently being finalised. It is anticipated that the Framework will be emailed to the Inclusive Banyule Advisory Committee within the next couple of weeks for feedback and comment prior to going to Council for endorsement. Timelines will be confirmed with committee when the Framework is emailed.

The Inclusive Banyule Framework is a high-level strategic document that takes a long-term and a wide-ranging approach to community wellbeing and social inequalities. It aims Inclusive Banyule Framework aims to guide Council in driving positive change across our community in an integrated way.

Action

Danielle Clarke to email final draft of Inclusive Banyule Framework to committee for feedback and comment

5. Inclusive Banyule Grants Program 1:45 – 2:00

The Inclusive Banyule Grants Program is a product of findings and discussion from committee's mapping exercise at the November 26 2021 Inclusive Banyule Advisory Committee meeting. The grants program enables not for profit groups and organisations to deliver community activities and programs that support Social Inclusion, COVID Recovery and Reactivation and the Equity, Participation, Rights and Access for people from diverse backgrounds in Banyule. The grants program has four streams: community partnership projects, new initiatives or pilot projects, events or recognition of diversity days, training and development with a focus on diversity and inclusion. Council's current regular grants procedures processes and policies guided the development for this grant round. Regular Grant Guidelines document was a template for the development of the Inclusive Banyule Grants program with only minor tweaks made to reflect social inclusion and diversity focus.

Inclusive Banyule Grants Program timeline:

March 1 – April 25: Promotion and marketing of Inclusive Banyule Grants Program

March 28: Applications open on Smarty Grants

April 25: Applications close

July 2022 – June 2023: Successful applicants to deliver project/training/events

Feedback

Clearly define what is meant by acquittal and activities in document. Ensure that language is defined and easy-to-understand considering target users. This includes being clear and explicit with timelines

Section 5.1: define what is meant by sustainability. Is this project sustainability or climate sustainability

Would grant application forums/workshops support applicants registering and alleviate pressure of Council officers expected to provide support

Consider connecting applicants as partnerships when applying for similar style projects. This could be identified by applicants through workshop/forum.

Consider channels for sharing the grants. Not just traditional means i.e website and social media. How can this be shared in diverse communities

Action

Committee members interested in sitting on assessment panel to email EOI to Danielle Clarke:
danielle.clarke@banyule.vic.gov.au

Danielle Clarke to email promotional material to committee for feedback and comment prior to being published

Danielle Clarke and Vicki Martinez to consider feedback and make ammendments to Inclusive Banyule Grants Guidelines document

6. Other Business 2:00 – 2:55

Population Advisory Committee updates

A representative from the Multicultural and Age-Friendly committees provided a brief update on recent discussions and actions in their respective population advisory committees.

Multicultural Advisory Committee

- Recent discussions of the structure of the Multicultural Action Plan using the four social justice pillars to guide actions and outcomes.
- The committee has been working with Council's Communications team to advise on making the Council Website more accessible and inclusive for Multicultural communities. Considerations include: the costs and implications of translation and site-wide translation. Haven't reached an outcome on this but the committee will continue working with Communications on this.
- Discussion of days of celebration including Harmony Week. The committee is wanting to ensure Council celebrates Harmony Week and will provide support. Considering projects: Humans of New York style profiles of community members from different cultures in Banyule, a Multicultural Committee podcast, local multicultural artists showcased.

Age-Friendly Committee

- The committee is looking forward to being able to meet in person and being supporting events and projects in person again once there is some normality and certainty. The committee is a practical group that likes to see action. Actions happening in the age-friendly space include: Council's older adults program has resumes, three high-teas at Heidelberg Golf Club for older adults, a new communications strategy combining activities and services for older adults including an older adults themed page in the Banyule Banner.
- New furniture and outdoor activities in Ivanhoe shopping centre, libraries and Ivanhoe Hub have been welcomed. The U3A are keen to come have a look at outdoor exercise areas in Banyule.

Representatives from the LGBTIQ+, Disability and RAP Advisory Committees were not present. See attachment: *Population Advisory Committee Updates* for summary of current discussions and actions of these respective committees.

Inclusive Banyule Collective Advocacy

Michele Purtle (Banyule City Council) introduced herself and the new Advocacy role at Banyule Council. Banyule is very keen to take a strategic and long-term approach to advocacy, and excited to explore collaboration and partnership with the Inclusive Banyule Advisory Committee on advocacy surrounding the committees priority areas: social housing, family violence, employment, and mental wellbeing/social connection.

Michele led discussions on ideas to further deine advocacy and positions on the priority areas. Refer to document: *Inclusive Banyule Advisory Committee – Advocacy Ideas*.

Discussion

Consideration of how people on population advisory committees and the broader community can support and be a part of advocacy.

Action

Committee members to add comment and ideas to Inclusive Banyule Advisory Committee – Advocacy Ideas document.

Council officers to identify next steps in advocacy including identifying any opportunities for further advocacy workshops/focus groups for committee members to participate in.

Next Steps

A recap of next steps and actions to be completed between now and the next Inclusive Banyule Advisory Committee was provided.

7. Meeting Close and Next Meeting 2:45 – 3:00

Chair thanked everyone for their attendance and participation in the meeting.

Meeting Closed at 2:55pm

Next meeting: Friday May 27, 2022. Confirmation of meeting location (in person or online) will be confirmed closer to date.