



Minutes Banyule LGBTIQ+ Advisory Committee

15 June 2023

Meeting details

Date of meeting	Thursday, 15 June 2023
Time	5.30-7.30pm
Venue	Community Meeting Room 2, Upper Ground, Ivanhoe Library and Cultural Hub
Chair/Facilitator	Cr. Castaldo
Minutes	Sherryn Prinzi

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 Islander Elders, past, present and emerging, who have resided in the area and have been an integral part of the region’s history.”

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 Peter Castaldo	Committee Chair- online participant
Cr Alison Champion	Committee Co-Chair- online participant
Michelle McNamara	Transgender Vic; GLBTIQ Multicultural Council
Tommy Christopoulos	Banyule Community Health- online participant
Lucie Kervin	Community Member
Richard Peterson	Community Member
Paul Byrne-Moroney	Community Member
Jet Hayes	Community Member- online participant
Lara Hunter	Community Member
Nathan S	Community Member
Sherryn Prinzi	Banyule City Council (Coordinator, Community Impact)
Xenia Taunt-Rivers	Banyule City Council (Community & Social Planner)
Kath Brackett	Banyule City Council (Director, Community Wellbeing)
Jo Wilson	Banyule City Council (Manager, Resilient and Connected Communities)
Christina Grayland	Banyule City Council (Team Leader, Sports & Recreation)
Emma Joyce	Banyule City Council (Coordinator, Inclusive Enterprises & Local Jobs)

Georgie Meyer	Banyule City Council (Manager, Inclusive & Creative Communities)
Tom Winter	Pride in Sport
Sylvia Watson	Viewbank Tennis Club
Craig Landy	Viewbank Tennis Club
Alison Noble	Alphabet Soup (observing)

Apologies

Name	Affiliation/Organisation
Fleassy Malay	Community Member
Sage Moorhen	Community Member
David Landis-Morse	Community Member
Will Delaney	Community Member
Ilias Katis	Community Member
Morganne Blackburn	Community Member
Deb Anthony	Community Member and Clinical Psychologist

Items

1. Introduction (5 minutes)

- Chair Cr Champion read acknowledgments as per the agenda.
- Welcome and introductions, apologies read.

2. Minutes from Previous Meeting (5 minutes)

- Minutes read with no alterations.

Agenda Item	Action Arising	Progress
LGBTIQA+ Committee workplan to be reviewed each meeting	See Committee Briefing Paper for update	Ongoing
Memorial to LGBTIQA+ community	Feasibility study underway with interest from Merri-bek. See Briefing Paper for further detail.	In progress
Inclusion in sport	Banyule Recreation and Leisure Team invited to discuss LGBTIQA+ inclusion in local sporting locations, focus on child safety	Complete
Presentation on understanding the Referendum on an Indigenous Voice to Parliament	Identification of offensive placarding on private property- Record address, contact Council Customer Service and a CRM will be recorded and Municipal Laws will investigate under Local Laws provision. Uncle Charles' contact details shared with Committee	In progress

Submission to ABS regarding Census 2026 question on LGBTIQ+ data	Michelle to provide information to support submission	Complete
	Council made a submission to the ABS on 27 April 2023. This was shared with the Committee on 28 April 2023. Updates will be shared as they arrive.	Complete
Update on Committee Feedback on Honorariums	<p>Honorarium Report will be presented to Council on 7 August. The report contains the recommendation to offer identified committee member a honorarium option, subject to minimum attendance provisions within the TOR. The options are:</p> <ol style="list-style-type: none"> A sitting fee of \$100 per year A Shop Local voucher to the value of \$100 per year Multi-pass entry at a Council leisure facility A donation of \$200 per committee term period (two (2) years) to a local service support organisation No honorarium <p>Members wishing to speak to the item at the August meeting can register on Council's website.</p>	In progress
Qwere St Event	Event was held on Saturday 3 June.	Complete
IDAHOBIT	Council has flown the Progress Pride Flag since IDAHOBIT Day and will continue to until the end of Pride Month	Complete

3. Standing Agenda Items

3.1 Consultations from Council (15 minutes)

Inclusive Employment Program

Georgie Myer (She/her) and Emma Joyce (She/her) from the Inclusive Enterprise and Local Jobs team provided an overview of the Inclusive Employment Program and proposed changes in the next financial year.

- The program has been running successfully for 5 years, offering 6 months paid employment to participants in a first of its kind, tailored and individualised program to 68 participants so far. 12% of these participants have identified with the LGBTIQ+ community.
- Participants gain local government experience, coaching and skills development.
- Applicants must be a Banyule resident and experience barriers to employment.
- The program takes an intersectional approach to understanding barriers, recognising that LGBTIQ+ people, women, older adults and people impacted by the justice system experience barriers to employment, due to this they are all also encouraged to apply.
- 4 target population groups (culturally and linguistically diverse, living with disability or young people aged 16-25) are well represented, except for First Nations. Due to this, the evidence-led review has recommended employment pathways for First Nations persons, with a dedicated 4 out of 15 positions to be taken through a training program, which has been endorsed by the RAP Committee. Council is yet to consider the recommendations.
- Local Jobs Strategy concludes in June 2025 and further consultation will be sought from population committees.

- Notes some identities are not eligible for program, trying to address this through an uplifted inclusive approach, including the proposal to remove identified target groups.
- The IELJ Team will survey participants as they are applying for the program and invite community members to be involved in the research program. Community members invited to be involved in interviews to help unpack barriers and opportunities.

Discussion

Is the review looking at barriers and who should be included in targeted approach? A: Aim to remove identified targeted groups to open up the opportunity for all Banyule residents.

What would be the definition of barriers to employment? A: Working with a specialist employment agency with specialisation in intersectionality to work this out.

When will changes occur? A: review during application process for the next IEP. 140 interviews conducted in 2022, trying to work alongside a researcher to consider how the four priority groups can be understood better.

Breakdown of gender diverse and transgender persons? No data available. Michelle notes this community experiences greater barriers to inclusion.

How will program consider capturing intersex data as not currently captured in Census data? How to capture data to trigger LGBTIQ+ nuanced data as a trigger for enhanced inclusion. Paul notes the frustration associated with limitations in data collection.

How are the needs of other groups including refugees considered? A: Review looking at removing barriers to applying for participation in the program and states a research project will inform the review.

Committee comments on the positive progress on the IEP.

Committee welcomes the IEP leaders to continue to engage in discussions with the committee.

To attract participants, need a specific statement aimed at marginalised groups to invite and welcome them to apply. Consider the barriers not present for white heteronormative groups.

Noted the great successes of the program, including a participant securing work at Banyule Community Health Service.

Action

Action 1: Sherryn to share Emma's contact details with Committee and members are invited to reach out directly to Emma if wanting to be involved in research surveys. Emma.Joyce@banyule.vic.gov.au

3.2 LGBTIQ+ Inclusion in Local Sport (1hr 15 minutes)

Pride in Sport

Tom Winter discussed the Pride in Sport program, which falls under ACON's diversity and inclusion initiatives. Pride in Sport is a national not-for-profit sporting inclusion program specifically designed to assist sporting organisations of all levels with the inclusion of employees, athletes, coaches, volunteers and spectators with diverse sexualities and genders.

Key points of presentation

- Pride in Sport's role in LGBTQ+ inclusion- national not for profit, working within ACON. Uses LGBTQ acronym, and has affirmed the Darlington Statement to acknowledge the I in the acronym yet does not consider themselves experts in Intersex inclusion. The organisation therefore defaults to Intersex Human Rights Australia and Intersex Peer Support Australia.
- Works with national and state sporting bodies in a fee for service model in fundamentally an education and policy space. Considers education the way to uplift LGBTQ inclusion practices. Through engagement with peoples lived experience, understood that experiences in sport are not all the same, then sought to open up avenues to create inclusion. Also responds to crisis management when issues occur.
- From a community club standpoint, clubs are encouraged to look at Pride in Sport website, refer to pride in sport index to benchmark inclusion across domain, and to provide a road map to create tangible actions.

- In a club environment, providing education and review of practices and language/ terminology supports inclusion. Notes the concern about asking questions and saying the wrong thing. There is a fear that leads to people doing nothing.

Discussion

Experience at local clubs can be different- how much education is being offered to parents within the clubs to help them address transphobic responses? Need to find a way to extend message to parents, as parents would be purposely looking for information to educate themselves on LGBTIQ+ inclusion. The barriers are not the officials, parents don't have any obligation to foster inclusion.

Question: Are parents responsible for their comments? Note that the obligation under the Equal Opportunity Act.

Suggestion: Need to see promotion of great inclusive practice across clubs and encourage cross collaboration between clubs.

Recognises the adoption of the Darlington Statement and understand the reason for not including the 'I'. Notes that Pride in Sport acknowledge deferring to experts on Intersex inclusion as the experts. Encouraged members to go to Pride in Sport for support but don't assume they are the experts. Make sure you ask for examples of how to support each community within the LGBTIQ+ acronym.

Suggestion: Try to normalise inclusion instead of trying to separate community. Seek seamless engagement in event.

Comment: Clubs don't have policies to address the issues for the life course. Knowledge can be a barrier and lack of confidence to address issues.

Cr Champion notes that part of the reason that there is no action against negative comments is lack of knowledge- how do we help train and educate clubs to develop such policies.

Question (to Tom): If there is a problem with a club, can residents come straight to Pride in Sport? A: Yes, but it is preferred that the interaction is with a state body member. Tom notes that clubs are not well prepared for these conversations and notes that there is a willingness to learn. If cannot help directly, willing to use connections to help influence outcomes.

Comment: Complaints against sporting clubs need to be made to the Victorian Equal Opportunity Commission.

Action

Action 2: Sherryn to send Tom Winter's contact details to the Committee.

Inclusive Sport in Banyule

Chrissy Grayland from Council joined the Committee to discuss the inclusion work being done by Council, and the ways their team's projects are supporting capacity building for local sporting clubs and meeting child safety standards, particularly for LGBTIQ+ youth.

Looks after clubs in Banyule, comments on responsibilities and notes there are gaps. Council is working on developing infrastructure, achieved success in 80% of clubs. Now looking at role in building inclusion.

Considering the roles of the league. Notes the gap between how the club can provide support and in identifying the role of Council to help make progress in inclusion in sport. The aim for Council is to support clubs and the leagues to develop appropriate policy and build confidence in the delivery of inclusive practice. Survey notes clubs fear of making progress due to language and practice. Over the next few years, Council is seeking ways to assist, in partnership with Pride in Sport.

Discussion

Question regarding the non-binary specific provisions in amenities. **A:** Amenities included now are non-binary. State Government have introduced a requirement to implement non-binary bathrooms. Challenge exists with male / female change rooms in existing facilities. First step was to update female friendly but now moving towards non-binary.

Question: How long will it take to create non-binary bathrooms? **A:** Council will need a plan in place by June 2024.

Question: How is the matter of gender-neutral uniforms being addressed by clubs? **A:** In some clubs some have choice in uniforms.

Suggestion: Need to support parents to understand LGBTIQ+ inclusion before handing over administration responsibilities.

Comment: Notes that many issues are focused on elite sports, not creating a spotlight on local sports.

Question: Can Council dictate that grounds and clubs cannot be accessed if they are not inclusive? **A:** Chrissy clarified that Council provides leases and seasonal allocations of spaces to [sporting] groups. Redefined guidelines but acknowledges that the parameters need to be more clearly defined. Notes that culture is a huge part of the discussion. Chrissy describes that further work needs to be done to clearly define requirements.

Tom (Pride in Sport) response to comments- [On uniforms] notes it is a way to connect to team and sport, notes on uniform policies that align with gender identity, particularly in tennis. Notes that we should not try to erase gender but facilitate safe alignment with gender identity. People should feel comfortable to wear what they need to participate. Transgender attitudes – sport is slow moving, administrator likely to wear multiple hats and tries to do their best. Education is important to help administrator address issues with attitudes of parents. Notes the impact of the rainbow flag at the entrance- sending a signal that phobic attitudes are not supported here. Wants to note that sports are trying their best.

Viewbank Tennis Club

Craig and Sylvia from Viewbank Tennis Club will join the Committee to speak to their experience hosting the Pride Day event, which was supported by the Australian Open.

Key points of contributions:

- Viewbank Tennis Club made decision to change to be an all-inclusive tennis club. Notes aging demographics. Worked with Council and Tennis Australia. Hosted an event on 27 January 2023 Pride Cup. Nominated to be part of the event. Didn't feel there was a lot of support to help navigate the practical elements of how to host the event.
- Taking small change steps.
- Notes the nervousness in hosting a specific event. Disappointed at the number of participants at the event. Tried to figure out reasons for poor participation. Noted resistance from members of the club. Council came to look at facilities to make venue welcoming- altered toileting facilities and when left it up there got feedback from older members of tennis club. Noted that the facilities are change rooms as well as bathroom facilities. Found a compromise to alter use of bathrooms for specific events.
- Moving forward, will continue to work with Council to uplift inclusion. Running an event for 50 years and noticed during that period that people with homophobic attitudes are no longer accepted by the club. What they are starting to demonstrate is that they are open and inclusive and will call people out accordingly.
- In relation to uniform- notes children don't want to wear uniforms. Have had t-shirts made up for specific activities, representing multiple colours.
- Notes the club is growing and when new members come, there are symbols that everyone is welcome.
- Notes that nervousness persists, but more willingness to persevere.
- Club part of the Banyule Inclusive group, and notes that this helps the club make progress. Notes progress to create better relationships but would welcome further support from the community and Council.
- Has a Council grant to offer another event. But seeks help to design the event. Working with Bundoora Tennis Club.
- **Question to the group:** How can the club market the opportunity to the community- are they there just to play tennis or to engage in social opportunities?

Discussion

Comments from the Committee:

- Banyule Diversity Statement should be present on every club website.
- It's about moving to an equity approach to ensure LGBTIQ+ community people, feel safe, welcome and inclusive through the protocols implemented by sporting clubs to ensure they can have a positive experience of participating in sporting events

- Complainants should not be the winner.
 - In addition to the diversity statement, a requirement should be having it on the premises, and it is a requirement to have it built within the lease.
 - Community should be built through connection to tennis.
 - One member went to Viewbank club to test the waters to see if it was a rainbow wash or actual inclusive event-opportunity to take days of celebration and turn it into an event. Commends to club for delivering an inclusive event.
 - Visibility is important to LGBTIQ+ communities.
- LGBTIQ+ activities also struggle to attract membership.
- To attract marginalised communities, successful when assist with funding for transport to help people get there. By providing this, it increases participation by 80-90%.
 - Comment acknowledging the will of Viewbank Tennis Club to make progress and support other clubs.

Recommendation

Recommendation 1: Council requires all sporting clubs to display Banyule Diversity Statement on their websites and is highly visible within club premises and this should be a requirement contained within lease and seasonal allocation agreements. In addition, Council needs to ensure education is provided to clubs to build culture of inclusion.

3.3 Updates from Council (5 Minutes)

- Please refer to Committee Briefing Paper for reports against Committee Actions.
- Reflections on IDAHOBIT and Qwere St, feedback from both events shared with the Committee. See Briefing Paper for evaluation.

Discussion

Qwere Street feedback

- Got to event after 6pm and numbers down on previous events. Before 5pm lots of family. After 6pm people moved inside and the scene was different.
 - Suggestion to move the event back to Midsumma period in February.
 - Positive feedback on daytime activities.
 - Choices of performers were 'dead'. DJ was terrible.
 - Missing an MC in the evening.
 - Noted that the event was extended by three hours.
 - People were afraid due to protestors.
 - Noted the amazing work of the Rainbow Angels to help people feel safe.
 - 16-year-old local resident feedback- strangest gay party ever.
 - Branding on the day- not a lot of rainbow and colour.
 - Lovely to see it happening again after COVID.
 - Need seating further back to have a dancing area. Silent disco great, lot more food on offer and variety.
 - Need big ticket band to attract people, didn't lift the spirits of the party.
 - Not enough activities for smaller children.
- Cr Champion thanks committee for all their input into events.

IDAHOBIT feedback

Committee thanks Council for IDAHOBIT, disappointed at the poor turn out. Young people were reluctant to attend due to safety issues. Acknowledged the quality of speakers and performers. Committee noted that this event could be filmed, shared and live streamed in the future. So much work put into the event and shame it didn't translate into strong attendance.

Action

Action 3: Congratulations to Banyule for supporting the community and not cancelling events, despite negativity. The Committee would like to pass on a thank you to Montmorency Traders Association for their efforts.

Action

Action 4: Thanks to Councillors and EMT for attending IDAHOBIT event, despite clash with Volunteer event.

Action

Council to resend information on Joint-Committee Yarning Circle (19 July 2023) and information on the Banyule Community Grants.

- Joint-Committee Networking event at Barrbunin Beek Aboriginal Gathering Place has been postponed to 19 July 2023, invitations have been sent and Committee Members.

3.4 Other Business (15 minutes)

- Committee Members invited to provide updates.

Discussion

- Committee commented that they enjoyed meeting in person and sharing conversation which was more focused than on just policy.
- Notes that Council has adopted the progress pride flag (intersex inclusive) and recommends that clubs use this as well. The flag should not be separated out in display.
- Comment on the struggles of parents with young children to participate in community life.
- Queer Memorial Feasibility Project Update was provided, based on Richard's 5-year study. The project is scoping the feasibility of a memorial to represent people lost to queer oppression and AIDS. Richard and Xenia are moving forward with the project and have been in contact with the Pride Centre and the Coming Out in the North Network (comprised of northern local councils). Next steps involved are bringing the opportunity paper to Committee prior to it being proposed to Council for consideration.
- Rainbow Flag on the Greensborough Walkway has been installed and will remain throughout the month of June. Council has been monitoring customer service enquiries and has been responding accordingly.

Action:

Action 5: Council should consider permanent installation of the rainbow.

Action 6: Xenia to reach out to Paul prior to next meeting to discuss opportunity for Intersex inclusion in the feasibility project.

Nathan to present a technology-based creative engagement proposal for 12-20 year olds for committee feedback- **Held over to next meeting, 20 minutes to be allocated to this.**

4. Close and date of next meeting

Next meeting: Thursday 10 August 2023, 5.30-7.30pm at Ivanhoe Library and Cultural Hub.