



Minutes Banyule LGBTIQ+ Advisory Committee

18 August 2022

Meeting details

Date of meeting	Thursday, 18 August 2022
Time	5.30 – 7.00pm
Venue	Microsoft Teams
Chair/Facilitator	Cr Peter 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 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.

Attendees

Attendee name	Affiliation/Organisation
Cr Peter Castaldo	Committee Chair
Cr Alison Champion	Substitute Chair
Nevena Spirovski	Co-Convenor Vic Pride Lobby
Michelle McNamara	Transgender Vic; GLBTIQ Multicultural Council
Fleassy Malay	Mother Tongue Poetry, Earth CERC co-op, and Murundaka intentional co-housing
Lara Hunter	Community member
Nathan S.	Community member
Shev Armstrong	Community member
Morganne Blackburn	Community member
Harper Figliomeni	Community member
Richard Peterson	Community member
David Landis-Morse	Community member
Will Delaney	Community member
Ilias Katis	Community member
Bridget (Jet) Hayes	Community member
Jo Wilson	Manager Resilient and Connected Communities
Kath Brackett	Director Community Wellbeing

Apologies

Name	Affiliation/Organisation
Nicole El-Hage	Inclusive Banyule Advisory Committee rep
Justin Turner	Committee member

Items

1. Introduction

- Meeting started at 5.35pm
- Acknowledgement of traditional custodians and Diversity Statement read by Chair
- Attendees: Cr Peter Castaldo, Cr Alison Champion, Michelle McNamara, Fleassy Malay, Lara Hunter, Morganne Blackburn, Richard Peterson, David Landis-Morse, Ilias Katis, Jo Wilson, Kath Brackett, Sherryn Prinzi
- Apologies: Justin Turner and Nicole El-Hage

2. Minutes from Previous Meeting

Agenda Item	Action Arising
Leonie Farrell to follow up if Street Party Packs are still available to support Crate Café desire for street party	Street Party applications are managed by Council's events team. Information is available on Council's website https://www.banyule.vic.gov.au/Events-activities/Planning-an-event-in-Banyule/Propose-your-event Action marked as complete.
Leonie Farrell and Danielle Clarke to follow up and have conversation with library around inclusive language, and how the committee can support.	Conversations with library did not occur. Inclusive Language updates are included on the 2022/23 Inclusive Banyule Action Plan. Further context: member reports being involved in a library event branded as "women plus" and felt the library may benefit from information to support them to update their terminology. Action: Sherryn to contact library to share this message from the committee: Members commend the YPRL service on providing excellent trans inclusion activities and high quality displays and events to raise the visibility of days of significance including IDAHOBIT. To support the libraries on their inclusion journey, it is suggested that the library considers the use of an inclusive language guide.
Data report on LGBTIQ+ communities in Banyule	Distributed via email to committee and comments invited. A member made comment on a figure that was questionable and sent thanks to the Council staff member for their responsive clarification. Action: Sherryn to verify the data sources used for the report. Action: Council to continue to update the report and re-issue to committee.
Inclusive meeting spaces in Banyule	Unresolved conversation. Committee asked to provide further clarification on what an inclusive space looks like and preferred locations to meet. Further to the notes in the Committee Briefing paper, it was agreed that the recently adopted Social Infrastructure Framework benchmarks of Fit for People were high level. Members suggest that Council could consider ways

to address Gender Neutral Toilets, identify venues available that represent a safe place for the LGBTIQ+ community to meet regularly, and consider opportunities to initiate the formation of support hubs for the LGBTIQ+ community so as to demonstrate investment in the local LGBTIQ+ culture and promote social opportunities to meet.

Action: Sherryn to follow up on previous work undertaken by the Inner North region on LGBTIQ+ friendly spaces and report back the status of the project to the committee.

Action: Sherryn to collate resources that help define safe places to meet that are LGBTIQ+ specific, identify what has already been progressed at Banyule and agenda a follow up discussion on how to raise awareness and uplift practice.

Memorial to those lost to Aids in Banyule

Unresolved conversation. Considering the upcoming World Aids Day in December, committee asked to provide further context on the memorial concept and how this might be progressed. Potential to provide a recommendation to Council for consideration in 2023/34 budget.

Discussion: members qualified that the matter extends beyond Aids and relates to all people from the LGBTIQ+ community lost to discrimination. Consensus that the matter warrants further investigation, whether this is a matter for Banyule or a broader opportunity for the region. It was noted that the Pride Centre is aware of the opportunity but has yet to address it.

Action: studies previous distributed to committee members to be redistributed.

Resolution: The Committee makes a recommendation to Banyule City Council to undertake a feasibility study on the establishment of memorial to the LGBTIQ+ community lost to discrimination and to involve the LGBTIQ+ committee in establishing the scope of the study.

Austin Health Transgender Clinic speaker

Unresolved action: Committee to provide comment on status of this matter. It was acknowledged that arranging a speaker to attend has been problematic.

Action: Michelle and Lara to collaborate to contact Austin Health to arrange a speaker.

Census questions review

Timing of consultation period appears to be two years post census. (2016 review occurred in 2018).

This matter is held over for a future discussion.

3. Standing Agenda Items

3.1 Update from Council

- Inclusive Banyule 2022-26 and integrated action plan.
Further to the committee briefing paper, Sherryn discussed the alignment between the Inclusive Banyule 2022-26 and Victoria's LBGTIQ+ Strategy 2022-32. Year one actions are included that have specific implications for the LGBTIQ+ communities in Banyule. Inclusive Banyule and the Integrated Action Plan will be tabled at the September Council meeting and Council will be asked to adopt it. Committee members are invited to submit a request to speak on the matter.
Action: Sherryn to send information about how to speak at the committee meeting to members ASAP.
- Qwere Street event planning update.
Further to the Council briefing paper notes, members noted that measures should be in place to ensure the event is specific to the LGBTIQ+ community in Banyule. Members agreed the committee should be involved in all milestone planning phases for the event, and the event organisers should engage the LGBTIQ+ identified contractors as an employment opportunity, including artists, designers,

photographers, entertainers etc. Committee agreed targets should be established to uplift the authenticity of the event.

Action: Fleassy to share contractor list

Action: Sherryn to reconvene a meeting with the Montmorency Traders Association and invite interested committee members to attend.

- Days of significance survey and next steps

Members noted the absence of Trans Day of Remembrance from the list on the committee briefing paper, suggesting this is a day that should be acknowledged by Council, with due consideration given to the sensitivity of the day. Non-binary Visibility Day could be another day to consider.

Action: Sherryn to distribute survey to members for further input

- Viewbank Tennis Club – LGBTIQ+ open day update

Michelle shared an overview of the discussion with the Viewbank Tennis Club. Committee noted the efforts of sports clubs to progress inclusive practice.

Action: The Rainbow Roadmap resource developed by Victorian Government to be shared with Sports Clubs in Banyule via the Recreation and Leisure Team.

- Yarra Civic Flag Policy

Members note that this policy controversial because specific flags were identified and different to what might be expected. Members agreed that Banyule should consider updating the Flying of Flags Policy as they resolve the days of significance project. Members proposed that for any flag flown, information about that flag and its significance to the community should be shared, perhaps on the flag pole via a QR code.

- Diversity Council of Australia membership

Further to the committee briefing notes, Sherryn noted the inclusion of additional gender affirmation leave included in Banyule's new Enterprise Bargaining Agreement. Members noted that whilst this is a positive step, questions were raised about the specificity of the provision, noting that the gender transformation process is extensive and family members of individuals undertaking the process are also impacted.

Action: Sherryn to raise the matter with Banyule's People & Culture Team, questioning whether the provision is once off, per year, or available for each step of the process; and to question whether this leave is afforded to family members supporting the individual undertaking the gender transformation process.

3.2 Presentations

- Tommy Christopoulos from Banyule Community Health Service.

- Tommy is a project worker and works as part of Inclusive and Diversity team
- BCHS is undergoing the Rainbow Tick accreditation process to become more inclusive, holistic, welcoming, safe organisation for all.
- Part of Rainbow Tick process is supporting BCHS staff members to adapt process practice in all roles and the importance of using inclusive language. They have developed introductory guide for staff, adapted from the Co-Health model. Available to all members of BCHS staff, it is intended for use alongside Pronouns matter document. Provides understanding of language/ umbrella terms. Provides examples of how to greet people, asking sensitive questions, draw away from a hetro-normative approach. The guide aims to eliminate practices that may have created identity specific barriers for people to receive a service. Received positive feedback from staff and it seems to be building understanding of misgendering, understanding the best practice to support the community.
- Tommy is developing a Rainbow Shapers and Shakers working group- for community and staff to support BCHS to identify what they are doing well and what they can improve on.
- Members question Tommy regarding staff training. BCHS organised online training and has made this compulsory as 80% need to complete training for accreditation.

- Members offered a suggest to BCHS, noting that symbols are important including rainbow flags and trans flag on website. When staff are trained, it is suggested that could wear a rainbow pin.

Action: Sherryn to distribute the documents to committee members Tommy to share email address with committee via Sherryn. Tommy's email address is tommy.christopoulos@bchs.org.au

3.3 Other business

- Committee review process
Further to the Committee Review report attached to the agenda, Sherryn noted that the committee will be invited to contribute to the review process over the next 11 months. The first initiative is the Committee Briefing Paper, and members note that this was a welcomed improvement.
- LGBTIQA+ supports for children in Banyule.
Sherryn noted key research findings from the Writing Themselves In 4 report used to inform Victoria's LGBTIQ+ Strategy 2022-32. These key findings specific to young people were:
 - Noted improvements in experiences as a result of targeted interventions
 - Focus areas recommended, including affirmation of young people's identities, providing safe places where young people can create, develop, affirm and celebrate one another.
 - Findings of significant concern include; high levels of psychological distress, self harm, suicidal ideation and attempted suicide; continuing verbal, physical and sexual harassment and abuse- in the home, educational setting and the public. In educational settings, young people report not feeling safe, not feeling able to practice gender or sexual affirming practices such as holding hands; continued structural and policy positions that don't meet their needs. Sizeable proportion experiencing homelessness as a result of rejection or other forms of family violence; use of drugs for non-medicinal purposes.
 - Intersectionality amplifies issues, with disability and ethnicity being two areas creating compounding barriers
 - For Council, this report confirms that primary prevention should be amplified, with a focus on tackling stigma and violence and embracing and celebrating diversity. Council could consider improving community connection opportunities, opportunities for creativity and investing in family supports.

Members note that we are taking baby steps in this area and talking about what is available helps communities to move forward. Partnering with organisations like Minus 18 could yield better results. Council could consider improving access to casual spaces across the municipality that are LGBTIQA+ friendly as JETS Studio is not well located. Members noted the work of the Youth Rainbow Space group and their ability to lead the agenda for young people. Members curious about who can participate in the Rainbow Space group (eg. those outside the municipality).

Action: Sherryn to ask Youth team to provide clarity on participation in the Rainbow Space group.

- Youth Services LGBTIQA+ flags posters
Item held over to next meeting
- Upcoming meetings.
Opportunity to participate in a combined committee meeting in December. Members state they would prefer to retain individual meetings but open to a networking/ celebration meeting in December with other committees.
October meeting- to be offered in person with a hybrid option, with the understanding that technology is not ideal to support hybrid meetings.
- Risk assessment for Older Adults Rainbow tick re-accreditation.
Members can provide feedback via Sherryn on the Older Adults Rainbow tick risk assessment via email.

4. Close and date of next meeting

Meeting close 7.05pm

LGBTIQA+ Committee

Next meeting: Thursday 6th October 2022, 5.30-7pm

Action: Sherryn to arrange in person meeting venue and organise tools to support hybrid meeting option.