



# Minutes Banyule LGBTIQ+ Advisory Committee

9 February 2023

## Meeting details

<b>Date of meeting</b>	Thursday, 9 February 2023
<b>Time</b>	5.30 – 7.00pm
<b>Venue</b>	Ivanhoe Library and Cultural Hub, Southern Clara Meeting Room, Level 2 Team meeting link provided upon request
<b>Chair/Facilitator</b>	Cr Peter Castaldo
<b>Minutes</b>	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.

## Attendees

<b>Attendee name</b>	<b>Affiliation/Organisation</b>
Cr Peter Castaldo	Committee Chair
Michelle McNamara	Transgender Vic; GLBTIQ Multicultural Council
Tommy Christopolous	Banyule Community Health Service
Sage Moorhen	Community Member
Lucie Kervin	Community member
Paul Byrne-Moroney	Co-opted member
Jo Wilson	Manager Resilient and Connected Communities
Sherryn Prinzi	Community Impact Coordinator
Xenia Taunt-Rivers	Banyule City Council
Anna Henderson & Yvette Standfield	X2 Marketing, representing Montmorency Traders Association

## Apologies

<b>Name</b>	<b>Affiliation/Organisation</b>
Fleassy Malay	Community member
David Landis-Morse	Community member
Richard Peterson	Community member
Cr Alison Champion	Meeting Chair

Kath Brackett	Director Community Wellbeing
Will Delaney	Community member
Ilias Katis	Community member
Bridget (Jet) Hayes	Community member
Nathan S.	Community member
Morganne Blackburn	Community member
Lara Hunter	Community member

## Items

### 1. Introduction (15 minutes)

#### Discussion

Cr Castaldo welcomed members and guest and read the acknowledgements.

Lucie welcomed as newest member of committee.

Reflections on Midsumma festivities and the Pride march included:

- Great to see more intersex flags flying in parade. Acknowledged Rainbow Space and BCHS collaborations.
- Acknowledgement from crowd to Banyule for participating
- Well attended and being cheered for who you are

### 2. Minutes from Previous Meeting (5 minutes)

Agenda Item	Action Arising
LGBTIQA+ committee workplan actions to be reviewed each meeting	See committee briefing paper for update.
Committee members to contact Sherryn to join Inclusive Banyule committee	Paul nominated to represent on Inclusive Banyule committee
Council to re-advertise the Rainbow in the North project & table Inclusive Business Guides	Rainbow in the North readvertisement -Yet to be completed Inclusive Business guides- see briefing paper
Memorial to LGBTIQA+ community members lost to discrimination.	A feasibility study will be undertaken in 2023. Committee invited to help scope the study. Council has met with Merri-Bek and is in discussion with other Councils to inform the study.
Committee members invited to join the Banyule Pride March 2023	Xenia sent invitations to Committee Members to the Pride March, along with an invitation to join a bus to and from the event.

### 3. Standing Agenda Items

#### 3.1 Presentations (30 minutes)

- Yvette & Anna to speak on the QWere St event for 2023 (10 mins)

#### Discussion

Yvette conveyed key points related to event planning:

1. Montmorency Street Scape project progress was delayed, and the impact was that the event could not be run during Midsumma period as per previous years.
2. Event to take place first Saturday in June Start time of 2-3pm- 9/10pm, depending on permissions to extend hours of operation.
3. Previous events had a family friendly focus. This years event will focus on performance and entertainment- focus on music, entertainment and trivia.
4. Additional sponsorships is being sought to support event delivery, including Oreo and Ben & Jerry's
5. Plan to close off the top part of the street, hire marquees, stage and grass. As it is winter, will need to invest in lighting.
6. Looking at a series of performers, and have acted early as it is difficult period to secure talent. Examples of talent include, Melbourne Rainbow Band, Melbourne Gay and Lesbian Chorus, Trev Jones and Karla Dioni.
7. Plan to invite Vic Police, Council and local community groups.
8. Seeking feedback from committee to progress plans.
9. Feedback from community suggests people don't want to see this as another Banyule event.

#### Questions and discussion from committee:

1. Are you having anything for children? Yes- face painter, hair braiding and jumping castle- council have concerns about using inflatables at events. Idea- trivia could involve children and young people.
2. What role can the Rainbow Youth play in the event? Is there going to be an open mic space, prioritising members of the community? Yes- there is time to involve young people, looking for volunteers on the day, welcome participation during loose spots in the program to invite people to take the mic.
3. Will there be a welcome to Country? And have you factored in first nations performers? Yes, there will be a welcome to country and no to first nations performers.
4. What is the stage going to be like? Response- brought in on a truck and same stage in previous years. Provisionally booked marquees in case of inclement weather and create a boundary. Need to ensure visibility of traders. Were Street has changed- now has metal railing and step up at top of street.
5. Urged to work with Police. Michelle can offer connection with Police re specific event related issues. Have you thought about security? Response: In past budgeted for four security personnel, now will provide 6 security personnel. Using only top part of the street to create more intimate event.
6. Can committee review comms before distribution? Response: yes will share.
7. Are you considering having an MC? Tommy and Paul seek to volunteer in this role.

#### Action

Action Item 1: Sherryn to speak with Maddi about Rainbow Space participating in Qwere Street planning

Action Item 2: Lucie to refer Monty Traders Association to First Nations LGBTIQ+ performers

Action Item 3: Michelle to pass on contact details for LGBTIQ+ Vic Pol contact via Sherryn to Yvette.

Action Item 4: Sherryn to distribute Anna and Yvette's contact details via email.

Action Item5: Yvette to set up Shared Drive and send link to committee members

- Inclusive Banyule Advisory Committee consultation (10 mins)

Key questions proposed to committee:

1. *What are the key opportunities faced by populations and what opportunities would the population committee like Council to focus on to uplift local mental health supports*

#### Discussion

LGBTIQ+ experience rates of poor mental health, Particularly the Transgender community. The broader community reluctant to seek help through mainstream services because they may experience discrimination, therefore may seeking help through emergency lines like Beyond Blue.

Important to establish services that wave the flag **and** understand the community- education on differing needs of people required for providers of mental health supports

Intersex community not on Census or collection through services. Key agency health services claim to provide services for whole community, but reality is zero for intersex community. Depression is inherent for some genome variations. ADHD may be mirrored for intersex communities. Services for the LGBTIQ+ community have no knowledge of research associated with needs of the Intersex community- **the opportunity needs to be linked to education**, rather than just waving the flag. Paul suggested subscription to IHRA publication 'Youth & I'.

From a young person perspective- inherent issue for students who disclose harm related behaviours to school staff, because of the mandatory reporting requirements of staff and the requirement to disclose to parents. Availability of specialist services an issue for all. Multiple presentations not accommodated, especially neurodivergent persons, extensive waiting lists. Opportunity- more peer support groups needed to address the gaps.

Concept of peer navigators attached to health services- to network to services. Example- Your Community Health engages a trained person to navigate to appropriate services.

Mental health plans reduced from 20 to 10- yet to see the effects of this change. CAT teams already overrun.

### Action

Council to investigate opportunities to link LGBTIQ+ education to IDAHOBIT event.

2. *What are the key opportunities faced by populations and what opportunities would the population committee like Council to focus on to uplift access to local social and affordable housing.*

Young people and queer identifying folk continue to return to unsafe housing because there are no alternative safe places to go.

Connection to community are the best pillars to maintain stable housing.

Trans Housing Melbourne- guarantee of safe housing- community creating own solutions to housing.

Assumptions need to be ironed out about how the issue impacts this community

Housing stigmatised.

Need to advocate for solutions for this community.

Council needs to form a relationship with Haven Home Safe

Vincent Care have specialised program to support the community.

LGBTIQ+ communities suffer greater rates of FV, therefore more likely to require housing.

## 3.2 Update from Council (as tabled)

Committee Action Plan.

### Discussion

Due to time constraints, items were not covered in detail. Members encouraged to refer to the Committee Briefing Paper and provide comment to Xenia or Sherryn via email.

Comments of note: Acknowledgement of Paul and Lara's comments received via email.

Committee survey results noted. Lucie reflects that the induction to the committee was streamlined and acknowledges the support provided by Xenia.

### Action

Xenia to review and incorporate comments for Inclusive Toolkits as provided by Committee Members.

Advise on messaging and support for community members transitioning. Council's Name and Address and Rates team sought advice on how to best support persons transitioning as they make a request to change names in Council's system.

### Discussion

Council are advised to acknowledge that the process is expensive and complicated.

As changing name is difficult, Council are advised to refer to the persons legal name in fine print and use chosen name in correspondence.

Council are advised to provide a link to a resource that explains the process to residents.

Council are advised to changing reference to "Given name" to "chosen name".

### 3.3 Other business (20 minutes)

IDAHOBIT planning

#### Discussion

Tommy and Xenia considering types of events can appropriately acknowledge IDAHOBIT. One event will be a Banyule Council event and the other will be a community event.

The Banyule Council event will provide an opportunity for council staff and partners to reflect on the day. Banyule Community Health are invited to attend this event. The CEO of the Pride Centre will be guest speaker about inclusion in the workplace. Ideas include providing examples of discrimination members of workforce have experienced, or facilitating a You Cant Ask That conversation.

Other ideas offered by committee include inviting representation from EO Human Rights Commission- Kenton Miller.

Committee members would like to be invited.

IDAHOBIT external events ideas already discussed by Tommy and Xenia include running mini market and sharing organisational journeys into inclusion and taking positive duty to act against discrimination. External panel discussion could be facilitated; Invite other organisations with working groups to bring ideas- networking event; messaging on Bus shelters; Utilising the Ivanhoe Library Cultural Hub Theatre – using invite members of community to speak publicly- normalising being comfortable

**Committee agree that the progress pride flag should be raised.**

#### Action

Action Item 6: Sherryn to invite committee members to IDAHOBIT event

Action Item 7: Members wishing to join working group with Sage, Xenia and Tommy to contact Xenia

Other updates invited.

#### Discussion

Trans Day of Visibility. Council will be supporting Alphabet Soup to host an event on Saturday 1<sup>st</sup> April at Tres Café. Committee ask Council to organise a formal flag raising event and breakfast

#### Action

Action Item 8: Sherryn to organise formal flag raising for Trans Day of Visibility at ILCH with breakfast to follow, inviting Councillors, committee members and allies.

Action Item 9: Michelle to speak at the Trans Day of Visibility event.

#### Discussion

LGBTIQA+ Inclusion at Banyule Community Health:

Banyule Community Health are scheduled to be assessed for Rainbow Tick Accreditation in April 2024. The Diversity & Inclusion team are continuing to attend team meetings in 2023/2024 with key program leaders, and staff, as BCH prepares their whole organisation's policies, systems, work practices and organisational culture to be LGBTIQA+ inclusive, safe, welcoming and accessible for everyone.

LGBTIQA+ Inclusion Foundational Training (1 hour) for all staff & Board members and has completed by 91% of staff

VALS LGBTIQA+ Inclusion training has been arranged for a face to face session of 4 hours on Thursday 11th May. This specialised training is targeted to those who work with elderly people, and is focused on supporting a

professionals practice to provide an inclusive, safe, responsive, and respectful service to elderly people who identify as LGBTIQ+

Tommy will commence 'Rainbow Talks' which will be held every alternate Wednesday between 11am- 12pm commencing 1st March. This will be a 1:1 opportunity to staff to discuss with Tommy ideas, concerns, challenges they are experiencing regarding BCH journey to LGBTIQ+ inclusion and Rainbow Tick accreditation. It is critical that confidentiality, professionalism and respect are maintained during these discussions, for the safety & wellbeing of all involved. Themes will be discussed and actioned by the Rainbow Shapers & Shakers WG, and the Inclusion & Diversity Project Team.

BCH website review is currently in progress, whereby a new page with sub pages will be added to share our work in the diversity & inclusion spaces (Aboriginal & Torres Strait Islander, LGBTIQ+, people living with a disability, and CALD). Updates will be implemented in February 2023.

Viewbank Tennis Club LGBTIQ+ open night

### **Discussion**

Michelle attended the event and reported it was well done but poorly attended. Standard inclusion measures to be considered.

### **Action**

Action Item 10: Committee to discuss ways to support clubs to create LGBTIQ+ inclusive events. Sherryn to invite Viewbank Tennis Club to next meeting.

## **4 Close and date of next meeting (5 minutes)**

Next meeting: Thursday 13 April 2023, 5.30-7pm.