



Minutes Banyule LGBTIQ+ Advisory Committee

6 October 2022

Meeting details

Date of meeting	Thursday, 6 October 2022
Time	5.30 – 7.00pm
Venue	Ivanhoe Library and Cultural Hub, Southern Clara Meeting Room, Level 2
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
Michelle McNamara	Transgender Vic; GLBTIQ Multicultural Council
Lara Hunter	Community member
Richard Peterson	Community member
David Landis-Morse	Community member
Will Delaney	Community member
Ilias Katis	Community member
Tommy Christopolous	Banyule Community Health Service
Sage Moorhen	Committee member
Sherryn Prinzi	Community Impact Coordinator
Xenia Rivers-Taunt	Support Officer

Apologies

Name	Affiliation/Organisation
Kath Brackett	Director Community Wellbeing
Jo Wilson	Manager Resilient and Connected Communities
Cr Alison Champion	Substitute Chair
Morganne Blackburn	Community member

Fleassy Malay	Mother Tongue Poetry, Earth CERC co-op, & Murundaka intentional co-housing
Shev Armstrong	Community member
Nevena Spirovski	Co-Convenor Vic Pride Lobby
Jet Hayes	Committee member

Items

1. Introduction (15 minutes)

- Acknowledgement of traditional custodians and Diversity Statement
- Welcome, introductions and farewells

Discussion

Tommy from Banyule Community Health has been co-opted to the committee until the end of the term to work on joint inclusion projects

Sage joins the committee as a new member through the formal EOI process.

Resignations received from Nevena, Shev, Nicole and Justin.

Action

Action Item 1: Council to undertake exit surveys of understand the experiences of members who resign from the committee in the future.

- Call for Inclusive Banyule representative

Discussion

An overview of the Inclusive Banyule Advisory Committee was provided to members.

Action

Action Item 2: Sherryn to distribute detailed information about the Inclusive Banyule Committee to members with the minutes

Action Item 3: Committee members to contact Sherryn if membership on the Inclusive Banyule Committee is of interest

- Introduction of workplan (trial)- Cr explained the workplan concept to the committee

Discussion

Councillor Castaldo discussed the intent of the workplan and asked members to provide comment. Members agreed that the workplan is a useful tool and is happy to adopt

Action

Action Item 4: Sherryn to include workplan items in agendas

- Feedback on value of Committee Briefing Paper

Discussion

Committee have been issued with briefing papers with the August and October meetings. Members agree that the briefing papers have provided useful background and helped facilitate discussions.

2. Minutes from Previous Meeting (15 minutes)

Agenda Item	Action Arising
Inclusion practice in libraries	<p>Action: Sherryn to contact library to share inclusion message with library “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 inclusive language guide.”</p> <p><i>Message sent to Kath Brackett, Director Community Wellbeing to send on behalf of committee.</i></p>
Data report on LGBTIQ+ communities in Banyule	<p>Action: Sherryn to verify the data sources used for the report.</p> <p>Action: Council to continue to update the report and re-issue to committee.</p> <p><i>In progress</i></p>
Inclusive meeting spaces in Banyule	<p>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.</p> <p><i>Find the Rainbow in the North. Appears to have commenced in 2018. A map appears on Council's website https://www.banyule.vic.gov.au/Community-services/Cultural-and-identity-diversity/LGBTIQ/Rainbow-in-Melbourne</i></p> <p><i>Community members can email their Council to have a place added or provide feedback on a place.</i></p> <p><i>No further work has been undertaken to develop this project.</i></p> <p>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.</p> <p><i>No progress to report.</i></p> <p>Action</p> <p>Action Item 5: Committee asks Council to re-advertise the Rainbow in the North opportunity and table the Inclusive Business Guide for discussion at the next meeting.</p>
Memorial to LGBTIQ+ community members lost to discrimination.	<p>Action: The committee recommendation to undertake a feasibility study to be tabled in a Council report.</p> <p>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.</p> <p><i>Update: The recommendation was included in the Council report. A feasibility study will be undertaken in 2023. Committee invited to help scope the study.</i></p>
Austin Health Transgender Clinic speaker	<p>Action: Michelle and Lara to collaborate to contact Austin Health to arrange a speaker.</p> <p>Action</p> <p>Action Item 6: Michelle to progress in preparation for next meeting</p>
Adoption of Inclusive Banyule	<p>Action: Sherryn to send information about how to speak at the committee meeting to members ASAP.</p> <p><i>Complete</i></p>
Qwere Street Planning	<p>Action: Fleassy to share contractor list-</p>

	<p><i>Action complete</i></p> <p>Action: Sherryn to reconvene a meeting with the Montmorency Traders Association and invite interested committee members to attend.</p> <p><i>Update: the Montmorency Traders Association have indicated they may not be able to deliver this event due to disruptions associated with Werre street scape works and covid disruptions experienced by traders. In negotiations with traders.</i></p>
Days of significance	<p>Action: Sherryn to distribute survey to members for further input</p> <p><i>Not complete. See agenda item below.</i></p>
Inclusion in Sport	<p>Action: The Rainbow Roadmap resource developed by Victorian Government to be shared with Sports Clubs in Banyule via the Recreation and Leisure Team.</p> <p><i>Complete https://vicsport.com.au/rainbow-roadmap sent to clubs via Club Chat 19 August</i></p>
Gender affirmation leave	<p>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.</p> <p><i>Complete- P&C 19 August state that the leave is for 5 days per year and can be used over the 12 months. It is not available to employees supporting family members.</i></p>
BCHS	<p>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</p> <p><i>Complete- sent with minutes to members.</i></p>
Support for LGBTIQ+ youth	<p>Action: Sherryn to ask Youth team to provide clarity on participation in the Rainbow Space group.</p> <p><i>Complete: Rainbow Space Banyule is a safe, fun and inclusive space for LGBTIQ+ young people, friends and allies. We welcome those aged 12 to 25 years, who live, work, study or recreate in Banyule and surrounds, to be themselves and connect with their community. Come along for a mixture of games, art activities, snacks and DIY creations, whilst meeting other young people in the LGBTIQ+ community. Plus, the added bonus of being able to connect to local youth workers! https://banyuleyouth.com/rainbow-space/</i></p> <p><i>When: Every Thursday (During The School Term)</i></p> <p><i>Times:</i></p> <p><i>12 To 15 Years: 4pm To 6pm</i></p> <p><i>16 To 25 Years: 6pm To 8pm</i></p> <p>Action</p> <p>Action Item 7: Sherryn to invite Banyule Youth Services, Rainbow Space lead to next meeting to speak about the program and respond to questions.</p>

3. Standing Agenda Items

3.1 Update from Council (30 minutes)

Please refer to Committee Briefing paper October 2022- Inclusive Banyule Action Plan items:

- Days of Significance, Fact Sheets and events

Discussion

Add International Non-binary people's day 14th July

Fact sheets- think about a youth friendly version and simplified and image. Think about sharing fact sheets with Libraries and community organisations. Consider promotion through electronic boards instead of hard copies. Members commented on the positive inclusion of description of flags. Committee suggest fact sheets could be made available on Council's website.

Committee support the trialling of fact sheets and are available to proof read content prior to distribution.

Committee members keen to ensure flag raising opportunities are remembered, e.g. for Trans Day of Visibility

Action

Action Item 8: Sherryn to distribute fact sheets via email to members for comment

- Council website updates

Discussion

Committee provided advice on information on Council's webpage regarding LGBTIQ+ communities and suggest the following adaptations: Update dates all pages; consider listing libraries as a source of LGBTIQ+ reading materials; consider a way to integrate important dates into a broader calendar to demonstrate collective impact; change the statement about flying a rainbow flag on Trans Awareness Day to the trans flag; provide link to the BCHS resource list once approved for distribution.

Action

Action Item 9: Sherryn to request website updates in line with feedback.

- Inclusive Seminar Series updates

Discussion

David provided update to committee on the working group. States that the group consists of members from the three population committees, LGBTIQ+, Multicultural and Disability. Suggests the opportunity has been valuable to understand different perspectives. The first workshop will be held on October 18th and is focused on Inclusive Events

Action

Action Item 10: Sherryn to distribute flyer to committee members

- Inclusive Practice guides

Discussion

Sherryn discussed the development of the Inclusive Practice guides to uplift Council's inclusive capabilities. The first guide will be focused on disability. Tommy stated that Banyule Community Health Service has developed an Inclusive Language Guide and pronouns matter documents and have shared these with Council. Committee encourages Council to apply an intersectional lens to these guides, rather than considering identities in isolation.

- Gender Impact Assessments

Discussion

Sherryn explained the purpose of Gender Impact Assessments and asked if the committee would be willing to support Council to review these. Committee members agreed reviewing policies has been part of the committee's role in the past and is willing to continue to provide advice on the proviso that there is a feedback loop back to the committee on how that business area used their advice. A member cited a consultation undertaken on a Council form, yet did not hear if anything had changed.

- Rainbow Tick re-accreditation

Discussion

Sherryn advised that Council's Older Adults Program were undertaking a re-accreditation process. Committee interested to hear more about what was learnt and what was improved as part of that re-accreditation process. Tommy asked the members if they were willing to hear more about Banyule Community Health's Rainbow Tick journey, and there was support for this.

Action

Action Item 11: Sherryn to ask officer to provide a report to be included in the next Committee briefing paper, and Sherryn to agenda a report from Tommy to discuss BCH journey at the next meeting.

3.2 Presentations (10 minutes)

- Fleassy Malay- International Women's Day event- hold over to next meeting

3.3 Other business (15 minutes)

Discussion

Sherryn advised that North East Public Health Unit were targeting Monkeypox transmissions as this area is identified as a Victorian hotspot. A non-stigmatising marketing campaign has been developed.

Action

Action Item 12: Sherryn to distribute NEPHU information with minutes of the meeting.

Discussion

Next meeting to fall on World Aids Day. Committee suggest that the meeting is held for one hour and half an hour is allocated to socialising to celebrate the year. Committee wish to meet at Ivanhoe Library and Cultural Hub again.

Action

Action Item 13: Richard to prepare an acknowledgement to be read at the beginning of the meeting, after the Acknowledgement to Traditional Custodians and the Diversity Statement. Sherryn to remind Richard a week prior to the meeting.

Discussion

It was noted that the meeting was held in the Clara Southern Room, yet the room was void of any pictorial or written acknowledgement of who Clara Southern was.

Action

Action item 14: Sherryn to email Facility Manager to propose some augmentation to the room to better educate visits to whom Clara Southern was

4. Close and date of next meeting (5 minutes)

Meeting closed 7pm. Members thanked for their participation and encouraged to attend the next meeting face-to-face if possible.

Next meeting: Thursday 1st December 2022, 5.30-7pm