



# Minutes Inclusive Banyule Advisory Committee

27 March 2024

## Meeting details

<b>Date of meeting</b>	Wednesday, 27 March 2024
<b>Time</b>	9.30 to 11.30 am
<b>Venue</b>	Shop 48, Bell Street Mall, West Heidelberg
<b>Chair/Facilitator</b>	Cr Tom Melican
<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 Tom Melican	Mayor Banyule City Council
Jane Cowell	Yara Plenty Regional Libraries
Felix Neighbour	Department of Families Fairness and Housing
Emma Couper	Department of Education and Training
Glenn Swafford	Age Friendly Committee
Tom Conley	RAP Committee
Paul Byrne- Moroney	LGBTIQA+ Committee
Meri Ivanovska	BNLLEN
Mick Geary	BCHS

## Guests

<b>Attendee name</b>	<b>Affiliation/Organisation</b>
Christine Denton	Booboop Narrkwarren Ngarra-jarra-noun Family Healing Centre

## Council Staff

<b>Attendee name</b>	<b>Affiliation/Organisation</b>
Marc Giglio	Director Corporate Services
Jo Wilson	Manager Resilient and Connected Communities
Sherryn Prinzi	Coordinator Community Impact
Zali Mifsud	First Nations Lead

Laura Cattapan	Community Connections Coordinator
Michelle Purtle	Advocacy Lead

## Apologies

Name	Affiliation/Organisation
Uncle Owen Butler	RAP Committee
Cr Peter Castaldo	Councillor Banyule City Council
Sebastian Zeta	Department of Justice
Danella Webb	Ngarra Jarra Aboriginal Health Unit- Austin Hospital
Merindah Brown	VAHS
Helen Riseborough	Women's Health in the North
Brad Byrne	Workforce Australia – Local Jobs NE Melbourne
Position vacant	Department of Health
Cr Alison Champion	Councillor Banyule City Council
Position vacant	North East Public Health Unit

## Items

### 1. Introduction

Acknowledgement of traditional custodians and Diversity Statement was read by Cr Melican.

Members invited to briefly introduce themselves and apologies were noted. Committee noted the new VAHS representative Merindah Brown, VACCHO's cessation of membership, the resignation of Anna Bauze, Dept Health as a result of department restructure.

### 2. Action items from previous meeting

Action items from previous meeting were noted.

Action item	Action arising
Action 1: Council to consider using bus shelters to promote positive gambling harm minimisation messages.	Complete- considered as part of Year 1 Action Plan
Action 2: Sarah to share information on LifeConnect+ programs with Council for distribution with the minutes.	Complete
Action 3: Sherryn to work with Neami National, Department of Education and Youth Services to organise a 3-hour session for families of children with early signs of mental health concerns for delivery in early 2024.	Complete Parent/Carer Information Session- Early Signs of mental health symptoms in young people ONLINE session Tuesday June 4th 6.30-8.30pm Delivered by Life Connect <a href="https://www.neaminational.org.au/services/lifeconnect/">https://www.neaminational.org.au/services/lifeconnect/</a> Promotional material and bookings list will be realised closer to the date
Action 4: Council to develop TOR for MPH&W Plan working group and contact partners to confirm participation.	TOR developed and partners contacted. First session in April.

### 3. Purpose of Meeting and Business Arising

#### 3.1 Updates from Banyule's Population Committees (9.40- 10.00)

An account of the work of the population and RAP Advisory Committee was shared, as per the March 2024 Committee Briefing Paper.

#### Age Friendly Committee

Met on 22 February. The Committee provided feedback on three major Council strategies/plans.

##### Public Realm strategy

Some of the main comments included:

- There needs to be better signage during periods of construction.
- Local shopping strips shopping areas are generally valued, they often know the shop owners by name and provide a sense of community and belonging in the smaller local precincts that you don't get from big shopping centres. West Heidelberg Mall and Olympic Park shopping strip, unlike other shopping precincts, need an upgrade.
- There's a lack of public seating/benches in Bellfield, West Heidelberg area.
- The parks and parklands in Banyule are highly valued however access to public toilets, drinking fountains and wayfinding signage need to be improved. Although this information is readily available online many older people are unable to access this.

##### Sport and Recreation Plan

Some of the main comments included:

- Strength training programs for older adults are difficult to access due to there being a limited number of programs available that are suitable. Older adults benefit from having a trusted and trained professional to advise on what is safe, exercising with health issues and having tailored programs specifically for older adults.
- Cost is a common barrier to participation making exercise seem like a luxury rather than a necessity. Lock-in contracts are often a barrier to people attending gyms, suggesting that passes are better to allow people to try activities before they commit.
- It was suggested that local private gyms could be approached to offer discounted rates for older adults during their quieter times.
- Promotion of our local Friends of Groups should be considered as these groups provide a good opportunity to be outside, physical exercise and social connection.
- There is a widespread need for more communication and awareness about the sports and recreation opportunities that exist.

##### Council's Climate Response

Some of the main comments included:

- Council runs information sessions for environmental advice, noting that trust is an issue in the community with doorknockers and scam phone callers. Also suggested a resource outlining grant opportunities and a preferred supplier list.
- Renting is a barrier as tenants don't have any choice to make upgrades, as it depends on the landlord.
- Open libraries and community facilities 24/7 during extreme heat waves.
- Concerns with not having power in emergency situations and highlighted the need to be well prepared for emergencies. It was suggested Council have a list of evacuation centres on their website.

#### Discussion

Glenn noted the committee's forward planning approach and ensuring consultation with the Age Friendly Committee is consulted, with pre-meeting questions provided. Lively discussions were held in the meetings. The main part of last year focused on the development of the Older Adults Framework, noting that the process was robust. Sense from community representatives that the focus has shifted to community focus, as opposed to service focus, which is a positive direction. Noted the welcome of Cr Castaldo as the new chair of the committee.

#### RAP Advisory Committee

Closed consultation for the Aboriginal self-determination strategy has occurred. This has informed the first draft of the strategy which will be shared with the IB committee after a Councillor Briefing on April 22nd.

RAP provided consultation and feedback to the Northern Precinct project which was presented at our February committee meeting. The key conversation was around increasing business spaces for Inclusive Enterprises and bringing more green into the precinct.

Jan 26 was a discussion point as the Barrbunin Beek Aboriginal Gathering Place would like to host a Survival Day ceremony in 2026. It was decided that the development of the Strategy was this year's priority and Council will facilitate consultation around the idea beyond the Strategy.

Maddi Miller is back from her maternity leave and will resume her position as Co-Chair.

## Discussion

Moving from a Reconciliation Action Plan to a Self-Determination strategy, guided by consultants. Barrbunin Beek program running well, with new babies and parent groups. Looking at what's next after the referendum and how Voice, Treaty and Truth work in the local context. The Aboriginal Housing Victoria partnership supported by the Committee, focuses on social housing. Consulted on Heidelberg Business Park redevelopment. The First Nations Veterans project is progressing with Repat Hospital, with a garden focus. Noted the First Nations Employment Initiative Council is facilitating, looking for an increase of local First Nations employment.

## LGBTIQA+ Committee

Met on 15 February.

Fuelling Hate Report- after recommending Council consider the findings of the Fuelling Hate Report, addressing findings on anti-trans abuse and violence in Australia, <https://transjustice.org.au/fuelling-hate-report-blog/>, The committee heard the reports were tabled at a Councillor briefing in March.

Permanent raising of the Progress Pride Flag - After recommending that the Progress Pride flag be raised at two Council sites all year, the committee was informed of Council's decision to raise this flag between IDAHOBIT on 17 May to end of June.

Inclusion in Sports project - the committee, supported by a working group, is working to design an approach that elevates LGBTIQA+ inclusion in sports. The intention is to develop a partnership with Proud to Play, to work with three pilot clubs over three months. The desired outcome is the increased participation of LGBTIQA+ folk in safe and inclusive local sporting clubs and address attitudes and perceptions that lead to discrimination.

Events and celebrations - the Committee discussed the February QWere Street event, noting the LGBTIQA+ focus improved significantly from 2023. The WE ARE art exhibition is planned to coincide with IDAHOBIT, it will invite LGBTIQA+ artists from across Victoria to submit portraits. EOI's are now live <https://www.banyule.vic.gov.au/News-items/Contribute-to-our-We-Are-exhibition>.

LGBTIQA+ Memorial in the North - the Committee are finalising a report that will present the concept of developing a local memorial to LGBTIQA+ folk who lost their lives to discrimination.

LGBTIQA+ Safe places to meet in Banyule - The Committee is progressing with plans to work with Greenhills Neighbourhood House to create an LGBTIQA+ culturally safe place to meet.

LGBTIQA+ Older adults social group - the Committee working group planned the launch on 29 February of the Golden Rainbow event. It was well attended, and fortnightly coffee catch-ups have been planned to foster connections between 50+ LGBTIQA+ folk.

LGBTIQA+ data collection- the Committee is progressing ways to advocate for better data collection across multiple platforms to address local data gaps. A small win was reported with the annual Community Satisfaction Survey, where all participants will now be asked to identify their gender.

## Discussion

Paul noted the ABS standard. Jane noted the collections are being impacted by anti- LGBTIQA+ groups, particularly in Geelong and Bendigo, especially in the teenage collection. Library of Congress working on the inclusive cataloguing group.

## Disability and Inclusion Committee

Met on 21 February.

The Committee provided feedback on the Community Climate Action Plan. The feedback included the suggestion to avoid planting trees near powerlines, discourage black roofs on new developments, increase community understanding of where to go for relief in extreme weather, provide more grants to those who cannot afford household

adaptations, address road congestion to allow people to escape in event of an emergency and provide more videos and tips to help people understand.

The Committee received an update on the Disability Website project. The new approach to organising information was discussed, including changing the categorisation to a life-stage approach based on what the individual would like to achieve. The committee provided a range of feedback, which will be incorporated into the new platform.

The flying of the Disability Pride flag was discussed. The Disability Pride flag is slowly becoming more well-known in Australia. Flying the flag might help more people feel welcome, seen, safe and included. Flags and being more visible are a great start to some important conversations. Disability Pride month, the Disability Pride flag and other celebrations are part of bigger conversations about language and identity. It is important to celebrate different identities and pride in the community and to recognise achievements. We also need to acknowledge some people who don't feel "proud" to have a disability, but who also don't want to be excluded or discriminated against. After receiving feedback from external agencies that supported Council using the flag to lead and bring others along on a journey, show what we are doing as a community to celebrate achievements, unlock barriers and raise awareness of additional barriers people face. The Committee recommended Council fly the Disability Pride Flag during Disability Pride month in July and on International Day of People with Disability.

Inclusive Business Guides - after reviewing the current guide, and hearing from the Brotherhood St Laurence (BSL), it was agreed to develop a partnership with BSL to develop a simple new guide for Banyule.

## Discussion

Felix noted that across six sites in NE Melbourne, DFFH flies Disability Pride flag and the flag is represented in email signature. Paul mentioned term divisibility.

## Multicultural

Met on 21 February.

The Multicultural Committee participated in a consultation on the Sport and Recreation Plan

Some of the main comments included:

- Creating more women's only sport/recreation opportunities can help women from culturally and religiously diverse backgrounds participate.
- Cultural awareness training can support clubs to address barriers faced by Muslim women's participation in sport and recreation.
- Ensuing sport and recreation opportunities are available at different times of the day to reduce access barriers for people working or with caring responsibilities.
- The community experiences challenges in finding up-to-date information on what is available in the community.
- Swimming lessons are important for the community but can be difficult to access as lessons are full at local swimming centres.

The committee received updates on the planning for the Harmony Day event scheduled for Saturday 20 April 2024. The committee reviewed the draft stage lineup and provided feedback. The committee also discussed ways to promote the event within the community.

The committee received an update on the Victoria University research project 'Understanding reporting barriers and support needs of people experiencing racism'. All data collection has been completed and Banyule received enough survey responses to provide a local area report. A summary of the outcomes will be shared with the committee at the April meeting.

### 3.2 Self-determination strategy (10.00-10.20)

Zali Mifsud, First Nations Lead, provided an overview of the development of Council's first Self-determination Strategy.

- Noted highest level of First Nations engagement - 300 people coming through the gathering place.
- Extension of Reconciliation journey, a recommendation from Advisory Committee to Council, Council endorses brave new approach. The journey started in 1999 with a Council Aboriginal Heritage study of Aboriginal archaeology.
- Led a series of dreaming sessions to define self-determination and Council's role.
- Endorsement of Uluru Statement from the Heart fundamental step.
- Self-determination – uses UNDRIP acronym of self-determination. A right that all have.

- UNDRIP has guiding principles. For First Nations people to be included, need to start to listen and put their voices first.
- Victorian Local Government Strategy (VLGS) used as a resource. Noting the standards format of RAP and moving towards the use of a practical guide with seven strategic pillars.
- Initial consultation indicates that 97% support Council's commitment to Aboriginal self-determination, 25% of respondents were First Nations persons. Noted that all suburbs and all demographics. 5 to 92 year olds contributed.
- Trying to find ideas to add value to the existing work of Council, rather than creating new work. Most staff feel this is Council's role.
- Keywords that resonate with reconciliation- truth-telling, respect, culture.
- Noted strong support for Voice to Council in Banyule.
- Council's role- representation of indigenous people, businesses, and employees in decision-making. Support structures are needed to accelerate this journey.
- Councillor briefing on April 22 before open public consultation on 21 May of first draft of self-determination strategy.
- Hope to achieve endorsement in July 2024.

## Discussion

Paul - Change the name of the Committee to Self-Determination to support the reframe of the conversation.

Felix- Are other local governments taking this step? Potentially five councils are considering how the VLGS is influencing their approach. Feels Council is leading in moving towards a self-determination approach, based on trust and mutual respect between Council and the community. The process is most important and more beneficial in building relationships with the community.

## ACTION

Action 1: Zali to share the first draft of the strategy with IBAC for comment during the consultation period.

Action 2: Zali's contact details are to be shared with the Committee to facilitate opportunities for further conversations on self-determination.

***Mick Geary excused self at 10.25am***

## 3.3 Mental Health Initiatives (10.20-10.40)

Christine Denton, Centre Manager State-wide Child and Family Centre provided an overview of the newly opened Booboop Narrkwarren Ngarra -jarra-noun Family Healing Centre in Macleod. The Centre is designed to support children between 0 to 11 years of age, their families and care systems to connect or reconnect with one another, and with their communities following challenging life experiences. A multidisciplinary team of mental health clinicians comprising family therapists, occupational therapists, psychiatric nurses, psychiatrists, psychologists, social workers, speech therapists and lived experience workers provide support to families during their stay.

- Family Healing Centre linked to Austin Health Child and Family Unit. A video of the centre was shown. New way of working with children and families, through the mental health division of Austin. Children are up to 12 years, starting to experience mental health concerns or have experienced trauma. Works with the whole family, purpose build centre designed to feel like home. 3 units, with 14 beds. 1 unit disability compliant.
- Model of care - not acute, community-based, trauma-focused, about relationship healing within a family to overcome disruptions. Want to support connections. Not a crisis service.
- Early intervention, on a pre-admission basis before residential stay of 3 weeks, then post discharge. Want referrers to remain involved. Multidisciplinary team involved.
- Teacher on-site, provided via Austin school, 3 days per week to maintain connection to education. Looking to hire music and art therapists. Includes lived experience workforce.
- All services can refer directly to the centre, from across the state and sectors.

## Discussion

### Notes from questions:

No wait time. Accepted first families in January. Half referrals are families who identify as First Nations.

Funded by the Department of Health. Addressing the gap in service, for families before crisis.

Based on a recommendation from the Royal Commission. Further services specifically support the First Nations community, through community-controlled organisations.

Jane noted the opportunity to connect with the Deadly Collections within the Library and offered access to the collection. Jane offered support.

Social prescribing opportunities for families after discharge. Lived experience workers will link families to community connection opportunities.

Is there work towards becoming an LGBTIQ+ culturally safe space? Christine noted the diversity of families that may attend, including the journey of children exploring gender and associated trauma. Paul notes that working with gender and sexually diverse communities may not necessarily reflect the needs of Intersex communities. Christine notes they bring in the specialist to support them, based on need.

#### **ACTION**

Action 3: Sherryn to share brochures and Christine's contact details.

Council will provide an overview of the outcomes of Mental Health First Aid training and discuss the next steps to support social prescribing in Banyule.

- 24 places offered across two courses, one for Somali leaders and one for service organisations.
- 12 participants attended and completed the course.
- Outcomes will be measured after a three-month period.

#### **Discussion**

The committee discussed next steps to underpin social prescribing in Banyule, including offering a train the trainer model and working with sporting clubs. Cr Melican noted that an organisation called SALT was working with Banyule sporting clubs and proposed a follow-up discussion with the Sports and Recreation team.

Committee agreed that further training should be considered and further scoping is suggested.

#### **Action**

Action 4: Sherryn to speak with Council's Sports and Recreation Team to determine what is currently offered and if further supports are required by clubs.

Action 5: Council to investigate train the trainer MHFA training model and report back to the committee.

### 3.4 Victorian Public Health and Wellbeing Plan- demographic updates (10.40- 10.50)

Sherryn discussed the approach to the development of the next Municipal Public Health and Wellbeing Plan, indicating that Council seeks to work with partners to develop an integrated approach. The plan to convene a Planning Partnership was discussed.

#### **Discussion**

The committee discussed the value of a collaborative approach to the development of the next plan, including integrated and shared actions.

Meri and Tom indicated interest in participating in this approach.

#### **Action**

Action 6: Sherryn to seek EOI's from interested organisations to participate in Planning Partnership.

## 4. Standing Agenda Items

### 4.1 Inclusive Banyule Action Plan (10.50-10.55)

Via the Committee Briefing Paper, Council to report on progress towards the achievement of the 67 actions listed within the Year 2 Inclusive Banyule Action Plan. Seven actions are complete, 4 are ongoing and 22 are in on key actions being progresses to deliver on the Year 2 Inclusive Banyule Action Plan via the Committee Briefing Paper only.

#### **Discussion**

In response to the racism study, Jane posed a question about the barriers multicultural communities might experience to participating in library services.

Tom posed considering the needs of veterans in inclusion approaches

#### **Action**

Action 7: The Community Impact Team to research racism-related barriers to participation in community services like libraries.

Action 8: The Community Impact Team to research the needs of veterans in Banyule and connection opportunities.

### 4.2 Advocacy Priorities (10.55-11.05)

Council's Advocacy Lead will provide an update on Council's current inclusion advocacy priorities.

- Michele informed the Committee of Council's 26 advocacy priorities, noting half are related to addressing community wellbeing. Michele noted that advocacy works best when working with community, generating a united voice and use of contacts to create influence. The aim is to drive legislative change and attract funding.
- Michele shared examples of Council's adopted priorities:
- Mental health- funding for mental health first aid training.



- Housing and homeless- key worker accommodation and youth hostel.
- Food relief- warehouse of food and material aid.
- Minimise gambling harm- sinking cap on EGM's, restrictions on opening hours, changes to the definition of community benefit funding.
- Supported playgroups – in postcode 3081 to address population increases.
- Crime prevention- Funding to support Somali families.
- Inclusive Employment Program - expand to all 6 Northern Councils.
- Family Violence and Gender Equity - Violence Free Officer and Gender Equity Officer.
- Social Enterprise - facilitate employment opportunities for residents experiencing entrenched disadvantage or who have been engaged in the justice system.
- The Committee posed several questions. In response to Tom's question on how volunteer organisations are supported, Tom was directed to refer back to Zali to address this. In response to Felix's question about the exploration of public/private partnerships to achieve emergency relief storage goals, Michele noted that exploring these options will be part of Council's next steps.
- A new advocacy priority for the development of a Community Services Hub was discussed, with steps including discussions with State and Federal Governments noted.

### Discussion

Jane raised the option of creating community housing above service hub developments and posed the idea of creating public libraries for children attached to services for children.

Tom suggested reaching out to the Minister for Volunteering and VCOSS.

Jane proposed Council should ensure current funding levels are not compromised, citing the changes to the GST allocations for local government. The proposed Council should lobby to ensure funds are not compromised.

Cr Melican noted the advocacy related to the North East Link developments and lack of DDA compliance at the Watsonia Station, stating modifications need to be made as part of the NEL project.

### Action:

Action 9: Sherryn to provide a copy of Michele's slides on advocacy priorities in minutes.

## 5. New Business (20 minutes)

### 5.1 2024 Inclusive Banyule Advisory Committee focus (11.05-11.15)

The committee will discuss and agree on the priorities the Committee will focus on for the remainder of the term.

### Discussion

The committee agreed that the Municipal Public Health and Wellbeing Plan should become the next focus of committee discussions, along with amplifying the focus on inclusivity and connectedness for communities. Advocacy priorities are proposed for ongoing discussion. A renewed focus on integration and working together should be considered, to bring together community and promote democracy. Improved channels of communication with the community should also be considered.

### 5.2 2024 Other updates (11.15-11.25)

Felix will take a leave of absence from the committee until August, and a nominated representative will attend in his place.

## 6. Meeting Close

Meeting closed 11.40 pm.

The next meeting will be held on Wednesday 29 May 2024. Greensborough – 1 Flintoff Street, Room 4.06