



Minutes Inclusive Banyule Advisory Committee

8 November 2023

Meeting details

Date of meeting	Wednesday, 8 November 2023
Time	9.30 to 11.30am
Venue	Greensborough, 1 Flintoff Street, Level 4
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 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

Attendee name	Affiliation/Organisation
Cr Peter Castaldo	Mayor Banyule City Council
Cr Tom Melican	Councillor Banyule City Council
Felix Neighbour	Department of Families Fairness and Housing
Anna Bauze	Department of Health
Glenn Swafford	Age Friendly Committee
Uncle Owen Butler	RAP Committee
Paul Byrne- Moroney	LGBTIQA+ Committee
Brad Byrne	Workforce Australia – Local Jobs NE Melbourne
Jo Southwell	Banyule Community Health Service
Dean Pickering	Victoria Police

Guests

Attendee name	Affiliation/Organisation
Sarah Hanlin and India Guerrieri	Neami National
Jacque Beard and Aaron Williams	Brotherhood St Laurence

Council Staff

Attendee name	Affiliation/Organisation
Jo Wilson	Manager Resilient and Connected Communities
Sherryn Prinzi	Coordinator Community Impact
Steph Ashby	Social Policy Lead, Community Impact
Aidan Borthwick	Health Equity Officer, Community Impact

Apologies

Name	Affiliation/Organisation
Kath Brackett	Director Community Wellbeing
Position vacant	North East Public Health Unit
Emma Couper	Department of Education and Training
Michael Graham	VAHS
Tom Conley	RAP Committee
Helen Riseborough	Women's Health in the North
Jane Cowell	Yara Plenty Regional Libraries
Meri Ivanovska	BNLLEN
Danella Webb	Ngarra Jarra Aboriginal Health Unit- Austin Hospital
Sebastian Zeta	Department of Justice
Jill Gallagher	VACCHO

Items

1. Introduction

Acknowledgement of traditional custodians and Diversity Statement as read by Chair.

Introductions and apologies facilitated.

- Department of Education representative change from Tracy Colbert to Emma Couper.
- NEPHU contacted and will nominate a representative for 2024.
- Felix will be the sole representative from DFFH.

2. Action items from previous meeting

Action items from previous meeting for noting only. Questions invited.

Action item	Action arising
Action 1: Committee invited to complete Housing Strategy Shaping Banyule Survey by 31 August 2023	Complete
Action 2: Tracy and Paul to connect to discuss Intersex inclusion in Safe Schools.	Complete

Action 3: DE and Council to scope the development of a community forum for parents to discuss early warning signs of mental health impacts and how to access supports.	Complete- for discussion early 2024
Action 4: LGBTIQA+ Committee to address how to support gender questioning children and role of local government in facilitating community conversations.	Complete- see briefing notes for discussion points
Action 5: Council to scope and define an appropriate training model and bring back proposal to the Committee.	See agenda item re proposal
Action 6: Council to present Inclusive Banyule actions to population committees for comment before implementing the plan.	Complete, select actions now part of Committee workplans for 2023-24
Action 7: The link to the Community Bus timetable to be emailed to Felix and a copy attached to the minutes.	Complete
Action 6: Council to explore programming options in locations on the route to attract users of the service and to connect residents to the community organisations and programs.	Matter referred to the Connected Communities Coordinator and initiatives are being planned
Action 8: Sherryn to distribute information about upcoming NDIS changes and information sessions to the minutes. https://www.ndis.gov.au/news/events?f%5B0%5D=event_category%3A73	Complete

3. Purpose of Meeting and Business Arising

3.1 Banyule Gambling Policy

Council presented an overview of the draft Banyule Gambling Policy and invited the Committee to respond to the priorities and commitments.

Discussion

Felix noted that younger people are impacted by gambling, with reference made to ease of access, lack of monitoring of use of devices, inability to track online usage.

Brad noted the issue with micro transactions in games, and this can be represented as proxy gambling, but is more socially acceptable.

Aaron noted the evolution of arcade games, more games mimicking gambling, indoctrinating users into a gambling mindset.

Paul noted links to gambling in online shopping experiences. Makes the point that a strengths based public health approach that amplifies what works best, with positive messaging is preferred. Think about contemporary approaches to gambling harm minimisation - nobody wants to be told not to gamble.

Cr Melican commented to the benefits of restricted opening hours, noting that RSLs have shorter opening hours and lower losses.

Cr Castaldo noted the opportunities to utilise bus shelter advertising to push positive gambling messaging. Brad commented on community connections, noting there needs to be a localised approach to supporting organisations to move away from reliance on revenue from gambling.

Jo Southwell noted that BCH is the provider of gamblers help in the area. Commented on findings from COVID lockdowns, noting the demographic shift of harm to young men and online gambling. Noted the pervasiveness of online gambling advertisement and the importance of considering impact on communities.

Glenn congratulated Council on the policy position, in particular avoiding individual blame. Asked what Council are planning to do in relation to Commonwealth Govt advocacy.

Steph noted that Page 9 of the policy outlines the proposed advocacy commitments, and what Council action will be defined in the annual action plan. The proposal is to coordinate responses with the Alliance for Gambling Reform, as a lead advocacy agency.

Cr Castaldo commented on the importance of working with the Alliance for Gambling Reform.

Uncle Owen, via Teams Chat asked 99-95% of venues are within walking distance of rail. Council has had a responsibility in approving licences to gambling or any future licence approvals. Question was not answered in meeting.

Action

Action 1: Council to consider using bus shelters to promote positive gambling harm minimisation messages.

3.2 Local Area Coordination changes - NDIS

Jacque Beard and Aaron Williams from the Brotherhood St Laurence presented the key changes to the way in which community will experience supports to gain access to the NDIS and the new approach to supporting Banyule residents with disability to connect with community.

Discussion

Paul enquired about the term evidence and what that meant in the NDIS context?

Response from BSL: Demonstrate permanent and significant disability. The NDIS is particularly interested in the permanent term - has the person sought and explored all treatment options. Noted that this is very difficult to respond to, particularly for people with mental health conditions.

Paul noted a concerning issue of an Intersex person being asked to provide photographic evidence of being an Intersex person, commented on the human rights issue this question represented. Paul noted that training for people undertaking the assessments and providing appropriate supports for people who are intersex is required, suggesting the NDIS should engage with the Intersex community to support and uplift practices through direct consultation.

Response from BSL: BSL hope to act as the filter to soften approach and staff at BSL are trained to support appropriate responses.

Sarah H- Will BSL act as support person if the applicant or participant is unable to advocate for themselves?

Response from BSL: Not yet defined as a role.

Brad noted that local supports are available for people unable to advocate themselves but noted the importance of having a familiar face to interact with during the process.

Paul encouraged BSL to use free interpreter services.

Felix noted the enduring role of advocates in the community, citing local advocates including VALID.

Brad commented that the system is hard to navigate.

Response from BSL- BSL hope changes to the system will make it easier for people to connect in a supportive way.

3.3 Mental Health Initiatives

Aidan Borthwick shared a proposal to deliver mental health first aid training in February 2024. The proposal currently being tested is to offer MHFA training to Somali community leaders and front line workers working from Shop 48. When engaged, there was a strong response, which leads Council to believe that the groups are ready and will value the opportunity.

An action from the previous meeting was to investigate a local mental health alliance. Aidan reported that the North East Mental Health Service Coordination Alliance exists and represents a well-established alliance and is part of the Primary Health Network – Eastern Melbourne. The work progressed by this alliance can be viewed here: <https://www.emphn.org.au/what-we-do/mental-health/north-east-mental-health-service-coordination-alliance-nemhsca>. This action can now be considered complete.

Aidan reported on the mental health first aid referral list. The information, provided by North Richmond Community Health, was updated and has been prepared for publication in an editable format, enabling Council to keep the document updated over time. The document will be distributed locally to support organisations to refer people who may require assistance.

Discussion

Committee provided support for the plan to deliver mental health first aid training and reminded Council to consider a train the trainer model to scale locally over time.

Committee noted the existence of the North East Mental Health Service Coordination Alliance and look forward to learning more about the priorities of the Alliance.

Committee noted the Mental Health Referral Pathways list and encouraged Council to distribute to organisations including BSL, libraries, neighbourhood houses and lived experience/ peer support networks.

Paul reminded Council to be cognisant of identity and not make assumptions regarding needs.

LifeConnect+ programs- Neami National

Sarah and Indie from Neami National presented information on the LifeConnect+ programs. A community approach to wellbeing and suicide prevention, works on building capacity, awareness and building community supports. Free government funded service.

- LifeConnect is a free service providing one-on-one bereavement counselling and group support to families, friends and colleagues who have been bereaved by suicide.
- LifeConnect also delivers community-focused suicide prevention services as well wellbeing workshops and community and workforce training aimed at building capacity to recognise and respond to risk of suicide.
- LifeSkills Groups- Wellbeing is an important part of suicide prevention.
 - Community group sessions - develop skills in managing some of the more challenging aspects of life. Email lifecconnect@neaminational.org.au to register.
 - Collaboration is the cornerstone to ensure workshops are meaningful and useful to groups.
- Support after suicide- Bereavement support group- facilitated by lived experience practitioners, referrals to lifecconnect@neaminational.org.au
- LifeSkills 60 minute Workshops- Thankful and Will & The Science of Stress

Discussion

Paul - does the program accommodate the needs of LGBTIQ+ communities and can training be provided to individuals?

Response- All identities can be supported, and individual bi-monthly groups are offered online and in person. Training can be provided to groups of individuals upon request.

Felix- does this program connect in with schools?

Response- Not currently part of the suite of services available to schools and cannot work directly with students but can with teachers. Usually connects to young people through youth hubs.

Sherryn- can the program be offered to parents to address early signs of mental health challenges?

Response- yes it can.

Action

Action 2: Sarah to share information on LifeConnect+ programs with Council for distribution with the minutes

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.

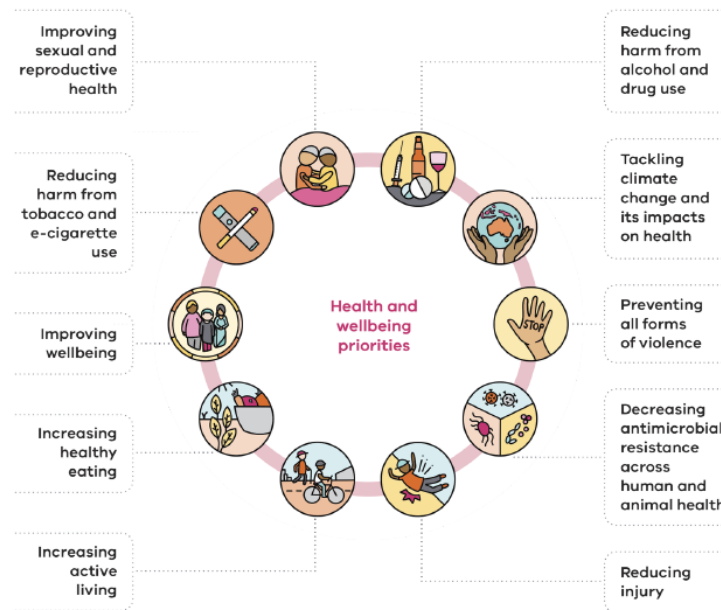
3.4 Victorian Public Health and Wellbeing Plan

The Department of Health have released the new Victorian Public Health and Wellbeing Priorities.

Summary of key points:

- Victorian Public Health and Wellbeing Plan 2023-27 was released in October 2023. <https://www.health.vic.gov.au/victorian-public-health-and-wellbeing-plan>
- Builds on the ten priorities of the previous plan with an increased focus on the need to reduce inequalities in health and wellbeing among our communities

VPHP Priorities 2023-2027



- There is a commitment to report against the outcomes framework in the third year of every four-year health and wellbeing planning cycle.
- A public release of the Outcomes Report and online dashboard will be available by December 2023.
- The Department is working towards an update/ refresh of the 2016 Outcomes Framework in 2024/25.
- Focus on reducing racism and discrimination; achieving sex and gender equality; recognising intersectionality, diversity and inclusion; Aboriginal self-determination, health and wellbeing.
- Updated ecosystem of influence on determinants of health.

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- Aims to achieve a networked and coordinated sector, where local government forms part of the ecosystem of response.

A networked and coordinated sector



Discussion

Paul- how has the Department reflected the broader LGBTIQ+ community in this plan, especially in the priority of sexual and reproductive health?

Response- question taken on notice. However, a range of consultation materials were considered in the development of the plan.

Council's Municipal Public Health and Wellbeing Plan will be developed to align with the priorities within the State Plan. Council noted that a range of Banyule population level reports are being produced to understand the health outcomes of residents, and to understand how health inequities present based on identity, a range of supplementary reports are being produced including LGBTIQ+, multicultural, Aboriginal and Torres Strait Islander, disability and a men's health report. Council propose a working group to inform the development of the next Municipal Public Health and Wellbeing Plan and called for organisations to be part of this working group.

Discussion

Banyule Community Health and Women's Health in the North to be invited to be part of the working group, alongside the Department of Education, who have already indicated willingness to participate.

Action

Action 4: Council to develop TOR for MPH&W Plan working group and contact partners to confirm participation.

4. Standing Agenda Items

The following items were noted, with details of agenda items contained within the November Committee Briefing Paper

4.1 Inclusive Banyule Action Plan

Year 2 Inclusive Banyule Action Plan progress accepted as read.

- Council is continuing to plan and implement events and awareness relating to key population groups:
 - Week without Violence – 16 to 22 October 2023
 - Council has supported Banyule Community Health to coordinate and deliver Reclaim the Night and the Clothesline Project.
 - Social media and internal and external awareness raising communications.
 - 16 Days of Activism 25 November – 10 December 2023

- Walk Against Family Violence held on 24 November 2023.
- Social media awareness raising.
- Pop up community engagement event.
- YPRL and Greensborough Plaza collaborative partnership.
- Primary prevention education packs distributed to all early childhood centres and leisure centres.
- Internal morning tea planned for 29 November at 1 Flintoff in collaboration with Council's People and Culture team.
- Flag raising for Intersex Awareness Day – 26 October 2023
 - Educational awareness piece featured in Council's internal newsletter.
 - Feature video interviewing LGBTIQ+ Committee member added to council YouTube and shared across social media platforms.
- Days of Acknowledgement during October 2023
 - International Lesbian Day
 - International Pro-noun Day
 - ACE Week
 - All days observed and acknowledged via Council's social media and internal communication channels.
- Days of Acknowledgement during November 2023
 - Diwali
 - International Day of Elimination of Violence Against Women
 - All days will be observed and acknowledged via Council's social media and internal and communication channels.
- Flag Raising for Trans Day of Remembrance – 20 November 2023
 - Programmed and will be observed via Council's social media internal external communication channels.
 - Community flag raising event TBC.
- International Day of People with Disability – Diverse City Zine Launch Event with VALID will be held on 4 December 2023 at ILCH.
 - Day will be observed and acknowledged via Council's social media and internal communication channels.
- Days of Acknowledgement during December 2023
 - World Aids Day (feature video from Committee member will be shared with community).
 - Human Rights Day.
 - All days will be observed and acknowledged via Council's social media and internal and communication channels.
- Harmony Day 21 March 2024 – planning has commenced.
- Council is undertaking a feasibility study to explore the establishment of a memorial in the North, acknowledging those who have been lost to AIDS and discrimination.
- Council is scoping the establishment of a dedicated and culturally safe LGBTIQ+ social meeting place in Banyule.
- Council is promoting the use of interpreting and translation services within Council services.
- Council is finalising the Accessible Communications Guide and working with a designer to ensure the final PDF is fully accessible.
- Inclusion resources have been developed for upcoming Council Malahang Festival. This includes a social story and sensory map. These resources are available on Council's website.
- Advisory and Population Committee Terms of Reference have been reviewed

4.2 Banyule Population and RAP Committee updates

Population Committee updates accepted as read.

Inclusive Banyule Advisory Committee

LGBTIQA+ Committee

Key discussions from the Committee:

LGBTIQA+ Committee to address how to support gender questioning children and role of local government in facilitating community conversations.

Discussion from LGBTIQA+ Committee meeting on October 5th.

- Committee curious about how Safe Schools program is supporting gender questioning children.
- Noted previous Committee comments that young people did not feel safe to identify at school to teaching staff at school.
- Ideas discussed include Rainbow Space being promoted within schools, providing Wellbeing Coordinators with resources that support linking students to the right support services. Michelle has knowledge of appropriate resources. Once the Banyule Rainbow safe meeting space is established, invite groups including parents of gender questions students to form and to meet there. Students and families could be invited to join the Pride March with Banyule in 2024.
- Noted that Council is working on addressing gender stereotypes as part of the 16 Days of Activism project, with a focus on early childhood services. Ilias suggested a gender stereotype lens could be applied to Council too.

Other key discussion points:

- Rainbow Walk- LGBTIQA+ Pride Month acknowledgment. Committee keen to discuss permanent installation of a rainbow walk in Banyule.
- LGBTIQA+ Inclusion in sport- a working group has been established to advise Council on building LGBTIQA+ inclusion in local sporting clubs, with a focus on elimination of discrimination and increasing participation as defined in the Equal Opportunity Act (Vic).
- Events and celebrations - a working group has been established to advise Council on the delivery of LGBTIQA+ events, activities and advocacy, including the upcoming Midsumma Festival event known as Qwere Street on 3 February 2024.
- Memorial to those lost to AIDS and LGBTIQA+ discrimination. A working group has been established to complete a proposal for a new memorial in Banyule. It is reported that approximately 2,500 Victorians have died of AIDS and in the three decades since AIDS first impacted people in Australia. It is recognised that the LGBTIQA+ Victorians face higher levels of discrimination, stigma and exclusion, leading to poorer health, economic, social and mental health outcomes. The Coroners Court of Victoria 2022 found that LGBTIQA+ people are at higher risk of suicidal behaviours than the general population and figures (which are likely to underrepresent the true number) indicate 208 LGBTIQA+ people have died by suicide between 2012 and 2021. Thorne Harbour Health 2022 reported that for every LGBTIQA+ life lost to suicide, seven direct family members and up to 135 people in the person's broader ecosystem are directly impacted. A memorial inviting families, loved ones and communities who have lost people to AIDS and the LGBTIQA+ broader community to gather and remember raises community level visibility and awareness of the devastating impacts of discrimination, vilification, abuse and violence.
- LGBTIQA+ Safe places to meet- a working group has been established to scope the establishment of a dedicated and culturally LGBTIQA+ social meeting place in Banyule. This location would invite a broad range of LGBTIQA+ community groups to meet locally and it is hoped a space will attract new groups to meet.
- LGBTIQA+ Older adults social support group - a working group has been established to plan a pilot LGBTIQA+ social support group for older adults. This working group consists of Council's Aged Services and Community Connections Team, BCHS, Val's Café rep and three older adult community members with lived experience. It is hoped that a group will be launched in Feb 2024 and a scalable and sustainable model will be developed as a result.
- LGBTIQA+ demographic profile - ABS standard can be applied to Banyule data collection processes as a means of improving our understanding of our LGBTIQA+ communities. The Committee has expressed ongoing concern about the shortcomings in data collection, and as a result have asked Council to address data collection methods in surveying and customer information management.

- Vilification and hate - The recently published “Fuelling Hate: Abuse, Harassment, Vilification and Violence Against Trans People in Australia” report produced by the Victorian Pride Lobby was tabled in the October meeting. Key statistics contained within the report that causes great concern. These include 9 in 10 of all survey participants witnesses online anti-trans hate; 1 in 2 trans survey participants experienced ant-trans hate; and 1 in 10 trans survey participants experienced ant-trans violence. Council will summarise the findings of this report and present to Councillors for further discussion.
- Banyule Community Health Service now auspice Alphabet Soup. Banyule Community Health Service report the permanent raising of the progress pride flag at West Heidelberg, in an effort to embed safety, inclusion and a welcoming service for all members of the LGBTIQ+ community.

Disability & Inclusion Committee

Key projects progressed include:

- Review of inclusive business guides - transforming current guide into a Good Access Good Business document.
- Information for people with disabilities on Council website - the purpose of the project is to create a digital solution that enhances the opportunity for people with disability in Banyule, their families and carers to access information about local services, support, programs and activities.

People living with disability in the Banyule area, and the people who support them, want Banyule Council to help them more easily access and discover information about support, services, activities, events and opportunities.

They want Banyule Council to:

<p>Help them understand...</p> <ul style="list-style-type: none"> • what types of disability support are available • how they can access those supports • who can help them 'link in' with the right support 	<p>Provide detailed and accurate information about what to expect for activities and events.</p>
<p>Keep them up-to-date with 'what's on' - for the disability community and in the broader Banyule community</p>	<p>Enable them to discover and access opportunities to connect, participate and add value to their community.</p>
	<p>Highlight and celebrate the contribution and achievements of the disability community with the Banyule community more broadly.</p>

The recommendations are:



1. Create an information hub for the Banyule disability community



3. Enhance information for events, activities and facilities to help make good decisions



5. Make it easier to access and find information on Council's website



2. Guide people to take the first steps to 'link in' with the support network



4. Increase visibility of Banyule-run and funded support, activities and events

- The Committee are providing advice on creating access guides for Council's major facilities and community halls for hire. The Committee have brainstormed a list of desirable attributes that can be applied.

- The Committee are supporting Council to plan days of significance activities including International Day of People with Disability in December and Disability Pride Month in July 2024.
- The Committee provided advice to Council's events team on upcoming events including Carols by Candlelight and Boulevard Lights.
- The Committee provided advice on the development of an Accessible Written Communications Guide, which is due to finalisation in December 2023.

Multicultural Committee

Key projects being progressed include:

- Planning has commenced for Council's Harmony Day celebration in March 2024. Committee have provided input for planning the Harmony Day Exhibition at the Ivanhoe Library and Cultural Hub which will be on display from 21 March – 14 April 2024. Committee have also contributed to the development of the Harmony Day event which will focus on celebration of cultural diversity, information share and bringing community together.
- Banyule is participating in an anti-racism project called Understanding reporting barriers and support needs of people experiencing racism. This project is led by Victoria University and is being implemented in collaboration with the Ethnic Communities' Council of Victoria and the Islamic Council of Victoria. Council has recruited 3 peer facilitators who will be running their own focus group with members of their community.

The Committee is helping promote the project's online survey, we invite you to share the survey with your networks and community: https://vuau.qualtrics.com/jfe/form/SV_9YK4MGjAhvFYji6

Age Friendly Committee

Key projects progressed include:

- The Committee have provided advice on the Seniors Exercise Park in Ivanhoe and recommended the implementation of shade, additional plantings and bench seating
- Development of the Older Adults Framework - a working group was established to inform the development of the Older Adults Framework and the draft Framework has been endorsed for public consultation.
- The Committee request better alignment of meetings to enable appropriate flow of information between Inclusive Banyule Advisory Committee and Age Friendly Committee.
- The Committee recommended that Council extends the Inclusive Employment Program to include older people as a target group. This recommendation will be considered as part of the review of the Local Jobs Strategy in June 2025.
- The Committee provided advice on the Seniors Festival program.
- The Committee provided feedback on the Public Toilet Plan, Banyule Gambling Policy and the Resilient and Safe Banyule Framework.

RAP Committee

Key projects being progressed include:

- The RAP Committee is working with the Austin Hospital to include a plaque to recognise all Aboriginal and or Torres Strait Islander fallen soldiers including frontiers warriors. Major barrier to proceed with this project is budget.
- Communications for Council's endorsement of the Uluru Statement from the Heart in full is progressing despite the outcome of the Referendum.
- Committee put forward a recommendation for Council to investigate an MOU with Aboriginal Housing Victoria.
- New localised Aboriginal self-determination strategy development has begun, and external consultant has been finalised to support with process.

4.3 Banyule Advocacy Priorities

Council continues to refine advocacy priorities noting that the West precinct continues to see new social and affordable housing coming online. Council continues to engage housing providers to ensure that Council understands who is being welcomed into our community, what the support needs are and promote working together. Council notes that new housing options are not coupled with additional wrap around support services and as demand continues to increase, significant pressure is being placed on existing services.

Discussion

Glenn noted the gravity of the social and affordable housing situation and proposed this becomes a standard agenda item on future agendas.

5. New Business

5.1 Other updates

Cr Castaldo was thanked for chairing the Committee over the past 12 months, with the Committee noting Cr Castaldo's commitment to leading the Committee, showing a keen interest in the subjects and supporting the Committee to make significant progress.

6. Meeting Close

Next meeting: Wednesday 27 March 2024.