



# Minutes Banyule LGBTIQA+ Committee

18 April 2024

# LGBTIQA+ Committee Meeting | Minutes



## Meeting details

<b>Date of meeting</b>	Thursday, 18 April 2024
<b>Time</b>	5.30- 7.30pm
<b>Venue</b>	Ivanhoe Library and Cultural Hub, Clara Southern Room
<b>Chair/Facilitator</b>	Cr Champion/Cr Melican
<b>Minutes</b>	Laura Cattapan/Nyunkia Tauss

## 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."

## Attendee

<b>Attendee name</b>	<b>Affiliation/Organisation</b>
Cr Alison Champion	Committee Delegate/ Chair
Cr Tom Melican	Mayor
Paul Byrne-Moroney	Community Member – joined online from Bunurong/Boon Wurrung Country
Michelle McNamara	Transgender Vic; GLBTIQ Multicultural Council
Nathan S	Community Member
David Landis-Morse	Community Member
Ilias Katis	Community Member
Deb Anthony	Clinical psychologist and community member
Susannah Walker	Community Member
Richard Peterson	Community Member
Jakob Woods-Huxtable	Committee Member
Steph	Greenhills Neighbourhood House – joined online

## Council officers

<b>Attendee name</b>	<b>Affiliation/Organisation</b>
Nyunkia Tauss	Community and Social Planner
Laura Cattapan	Acting Manager Resilient and Connected Communities
Lee Hannah	Library of Things Project Officer

## Apologies

<b>Name</b>	<b>Affiliation/Organisation</b>
Morganne Blackburn	Community Member
Jet Hayes	Community Member
Lara Hunter	Community Member
Tommy Christopoulos	Community Member
Fleassy Malay	Community Member
Sherryn Prinzi	Coordinator Community Impact

# Items

## 1. Introduction

- Acknowledgement of traditional custodians
- Diversity Statement

Introducing guests: Councillors, Committee members, Council Officers introduced themselves.

## 2. Minutes from previous meeting

Agenda Item	Action Arising	Progress
From previous meeting/s: Recommendation from October 2023 - Fuelling Hate report (Action 17 & Action 18)	<ul style="list-style-type: none"> <li>• Upcoming briefing to Councillors</li> <li>• Briefing summary to be provided to Committee</li> </ul>	<ul style="list-style-type: none"> <li>• Council Briefing report 4 March 2024.</li> <li>• Chair provided update about response:               <ul style="list-style-type: none"> <li>○ Councillors were distressed to hear of hatred experienced by members of the LGBTIQ+ community.</li> <li>○ Council listens to the community, a lot of our Community are aligned with Council's Diversity Statement.</li> <li>○ Exclusion and hatred don't align with Banyule values.</li> </ul> </li> </ul>
From previous meeting/s: Recommendation from April 2023 - Permanent raising of progress pride flag	Update to be provided to Committee after briefing	<ul style="list-style-type: none"> <li>• Council Briefing report 4 March 2024.</li> <li>• Councillor provided update and Committee discussed – See <i>Minutes Item 3</i> for discussion</li> </ul>
Recommendation from June 2023 - Sports club inclusion practices	Update Committee on Working Group progress.	See <i>Minutes Item 5.1</i> for discussion
Action 1: Annual Committee Survey	Committee to complete survey	<ul style="list-style-type: none"> <li>• Complete: thank you 9 members who completed survey</li> <li>• See <i>Minutes Item 4.2</i> for discussion</li> </ul>
Action 2: Inclusion in Sport	Working Group determine lighthouse clubs.	<ul style="list-style-type: none"> <li>• In progress: Council partner with Proud2Play to deliver Rainbow Ready Clubs to 3 clubs.</li> <li>• See <i>Minutes Item 5.1</i> for discussion</li> </ul>
Action 3: Inclusion in Sport	David to contact Jason Tuazon- McCheyne to find out about sports contacts who have championed LGBTIQ+ inclusion at league level – what has worked well and learnings.	<ul style="list-style-type: none"> <li>• In progress: Jason is in London. David will meet up with him when he returns.</li> </ul>
Action 4: Events and celebrations	Working group discuss requirements for other celebrations and develop EOI	<ul style="list-style-type: none"> <li>• Complete: EOI developed for Midsumma 2025.</li> <li>• Cr noted: Qwere Street may be held elsewhere in Banyule, subject to EOI</li> </ul>

		<ul style="list-style-type: none"> <li>• See <i>Minutes Item 5.2</i> for discussion</li> </ul>
Action 5: Events and celebrations	Working group ensure Qwere Street event is part of Midsumma 2025.	<ul style="list-style-type: none"> <li>• In progress</li> <li>• See <i>Minutes Item 5.2</i> for discussion</li> </ul>
Action 6: Events and celebrations	Committee invite networks to be part of <i>We Are</i> .	<ul style="list-style-type: none"> <li>• In progress: entries close 5pm, 5 May</li> <li>• See <i>Minutes Item 5.2</i> for discussion</li> </ul>
Action 7: Memorial in the North	Sherryn resent report to Richard. Update report with Richard suggestions.	<ul style="list-style-type: none"> <li>• Completed</li> <li>• See <i>Minutes Item 5.3</i> for discussion</li> </ul>
Action 8: Safe Spaces	Set up working group, partnering with Greenhills Neighbourhood House.	<ul style="list-style-type: none"> <li>• Completed</li> <li>• See <i>Minutes Item 5.4</i> for discussion</li> </ul>
Action 9: Safe Spaces	Paul/Steph meet to discuss intersex inclusion at Greenhills.	<ul style="list-style-type: none"> <li>• Completed</li> </ul>
Action 10: Safe Spaces	Events working group/Safe Spaces working group discuss crossover for Qwere St 2025.	<ul style="list-style-type: none"> <li>• Completed</li> <li>• See <i>Minutes Item 5.4</i> for discussion</li> </ul>
Action 11 & Action 12: Golden Rainbow	Committee invite networks and attend launch if available.	<ul style="list-style-type: none"> <li>• Completed: Launch held 29 February.</li> <li>• See <i>Minutes Item 5.5</i> for discussion</li> </ul>
Action 13: Other Inclusive Banyule actions	Paul to share <a href="#">UK research</a> about quality of life for people with XXY variation.	<ul style="list-style-type: none"> <li>• Completed: sent with minutes 23 February</li> </ul>
Action 14: Other Inclusive Banyule actions	Council consider LGBTIQ+ family violence, including young people, in ongoing work.	<ul style="list-style-type: none"> <li>• Ongoing</li> <li>• See <i>Minutes Item 5.5</i> for discussion</li> </ul>
Action 15	Committee invited to participate in Council surveys and consultations.	<ul style="list-style-type: none"> <li>• Completed: sent with minutes 23 February</li> </ul>
Action 16	Accessibility of lane between First Choice Liquor and Savers in Greensborough.	<ul style="list-style-type: none"> <li>• Completed: noted that pathway does not meet DDA standards.</li> <li>• Emailed Manager to request guidance on rectifying, including verifying ownership of path.</li> <li>• Further updates to Committee if/when they are available.</li> </ul>

### 3. Permanent Raising of Progress Pride Flag

#### Discussion

Chair (Cr Champion) provided update

- Between 1 January and 31 December 2024, there are seven (7) opportunities to use flags to mark observation days, weeks or months important to the Banyule community:
- 28 March- 2 April - Trans Day of Visibility
- 17 May - IDAHOBIT
- 1-30 June - LGBTIQ+ Pride Month
- 1 – 31 July - Disability Pride Month
- 26 October - Intersex Awareness Day (the flag will be raised from the Friday prior (25/10) to Monday after (28/10) due to this day being on a weekend)
- 20 November - Trans Day of Remembrance
- 3 December - International Day of People with Disabilities.
- Council will use flags to raise awareness and educate community about our diverse communities.
- The Chief Executive Officer continues to be delegated to approve flying 'other flags' on days/weeks of significance in accordance with *Flying of Flags at Banyule Council Policy*.

Paul (Committee member) raised:

- There is confusion as Rainbow Flag was also referred to as the Pride flag.
- Progress Pride flag doesn't include intersex symbol and suggested Council clarify, and only fly an intersex inclusive flag.

Council Officer (Nyunkia) raised:

- As she understands, the Intersex Inclusive Progress Pride flag is the flag chosen to be flown by Council and the Disability flag is the Disability Pride flag.

#### Action

**Action 1:** Nyunkia re-confirm correct name and version of flag Council has determined to fly for LGBTIQ+ observations. Report back to Committee.

### 4. New Business

#### 4.1 Library of Things

#### Discussion

Lee introduced the project, shared a Powerpoint presentation and asked:

- Are people members of a local library?
- If you could borrow anything from the library, what would it be? Committee members shared ideas: potato peeler, bookclub books, sandblaster.

Committee members discussion included:

- Most committee members are members of their local libraries.
- There is a mini library in a set of units where they share a lawnmower, tools and are looking at a treadmill.
- It could be good for people living in small homes, not having to store big items like camping gear.
- Allows people to borrow things that they wouldn't be able afford eg: caravan.

Lee mentioned a range of Library of Things models, including: Sustainable Macleod who provide tools and gardening equipment (for an annual membership fee), Yarra Plenty Regional Library maker space kits, Adobe licences and other technology (for free).

Would you like to see a library of things in Banyule? Committee members feedback included:

- Latrobe Uni Tool Library was brilliant and useful (does it still exist?)
- How will it get financed and staffed?
- Would we need to rely on volunteer workforce?
- Men's Sheds can be exclusionary, set up for specific purpose, may not be open to all.
- COVID-safety could be a barrier in lending out/borrowing "things".
- Who monitors and who chooses the items?
- Where do the items come from?
- Why wouldn't this be included as part of YPRL?

Lee said this project might aim at supporting groups/services currently doing this. For example: YPRL are currently doing this on a small scale.

### Action

**Action 2:** Nyunkia to share links to local places people can borrow "things" other than books, DVDs, CDs.

**Action 3:** Lee to provide final report and feedback to Committee about how their input influenced outcomes.

## 4.2 Annual Committee Survey results

### Discussion

Nyunkia shared that in total 20 people completed the survey across Council's Advisory and Population Committees. Nine of these were from the LGBTIQ+ Committee. Encouraged Committee to view high level snapshot results in Committee Briefing Paper and share any further thoughts about what has worked well/ what could support participation and satisfaction better.

- Committee member raised that they thought compensation/support to participate in Committees was available but hasn't heard anything since and this has not been forthcoming.
- Other Committee members said they had received a Memo about this.
- A/Manager clarified support can be provided, in the form of honorarium.
- Committee discussed it would be helpful to see more specific LGBTIQ+ Committee member results from the survey, and requested that results presented in briefing paper be expanded in more detail.
- Committee member raised that both Committee meetings being held in Ivanhoe this year was not equitable for people living in other parts of Banyule.
- Committee member asked if cab charges could be provided to support attendance?

### Action

**Action 4:** Nyunkia/Sherryn to re-send memo about Committee member honorarium to support participation.

**Action 5:** Committee members provide any further feedback on their experience as Committee members.

**Action 6:** Nyunkia to provide more detailed LGBTIQ+ Committee feedback, especially *Areas of improvement*.

**Action 6:** Next Committee meeting to be held in Greensborough, systematically rotate for further meetings.

**Action 7:** Discuss other possible meeting locations, eg: Greenhills Neighbourhood House.

## 5. Standing Agenda Items- Committee priorities 2023-24

### 5.1 LGBTIQ+ Inclusion in Sport

***Inclusive Banyule action 1.6: We will work with peak bodies and local sporting clubs to build LGBTIQ+ inclusive practice, with a focus on gender diverse access and participation.***

### Discussion

Deb (Working Group member) reported:

- Had 2 meetings of the working group, developed a program logic (seeking feedback from Committee).
- Council will invite 3 x sport clubs to be supported by Council to participate in Proud2Play's Rainbow Ready Clubs program. Further clubs may also choose to participate and Proud2Play can support them to apply for grant funding.

- Deb noted working group recognised previous feedback that Proud2Play is not intersex inclusive and Council has followed this up with Proud2Play who confirmed Rainbow Ready Clubs includes intersex inclusion. Working group will continue to monitor to confirm this.

Michelle contributed:

- Raised previous Committee recommendation to Council that clubs display Diversity Statement on their webpage. Noted there needs to be more work with clubs walking the talk with diversity, there needs to be a cultural change.
- Michelle noted that trans and gender diverse inclusion in sport legislation under Victorian Equal Opportunity and Human Rights Commission has been in place for decades and Council actions feel very slow to respond.
- Suggested Council should make inclusion and having a diversity statement on the webpage a condition of sports club lease agreements.
- Most major leagues/associations have trans and gender diverse inclusion policies, Council needs to consult with them and make sure clubs align.

Paul noted:

- He has been on this Committee for several years and has felt that without his continued input intersex inclusion would still not be part of the conversation, this is not good enough.
- Rainbow Tick, as I have said many times, does not include intersex inclusion at all.
- Lots of people would prefer to speed when driving and we use coercion via a fine to change their behaviour because education isn't enough, clearly. I agree we don't want to force them and education is the best option but eventually punitive responses might be a necessary measure in some circumstances, such as reduction of funding.
- An intersex cricketer used to play for Australia.

Nyunkia noted:

- She will re-book meeting with Paul to discuss intersex inclusion and how we can be more systematically intersex aware and inclusive as a Committee and Council team. Appreciates Paul's contributions and time in providing feedback and participating in Committee.
- She believes the recommendation was put to Council and Council will need to respond before the end of their term. Not able to confirm on the spot when this was raised to Council as it was before she started, will check with Coordinator for confirmation. A/Manager and Chair were also not able to confirm.
- Club commitment, readiness and willingness to be more inclusive is on a spectrum and working group have determined to work with clubs that are ready to do better, we will bring others along on the journey.
- Sports and Recreation Survey 2024 showed that approximately 20 clubs (of total 90+) noted they are open to Council support on inclusion (in general).
- We are working with Sports and Recreation team and invited the Committee to provide feedback into the document circulated with the Agenda (collated Committee feedback on sports topics from 2021-2024) which will be submitted ASAP to this team as part of Active Banyule Sport and Recreation Strategy consultation.
- Proud2Play have been invited to present on LGBTIQ+ inclusion at Sports and Recreation Forum on 15 May.

### Action

- **Action 8:** Nyunkia/Sherryn to meet with Paul to discuss systematic ways we can better support intersex inclusion as a Council, as a Committee and in our work.
- **Action 9:** Nyunkia/Sherryn to follow up when exactly sports recommendation was taken to Council, actions and outcomes. Report back to Committee.
- **Action 10:** Committee to provide any further feedback on sports topics ASAP for inclusion into Active Banyule consultation feedback.
- **Action 11:** Nyunkia to include feedback into Active Banyule consultation feedback from Committee as per discussion above.



- **Action 12:** Sports and Recreation team to provide update at future Committee meeting on how feedback to Active Banyule has impacted outcomes/final plan.

## 5.2 Events and Celebrations

***Inclusive Banyule action 1.1: We will continue to elevate visibility and awareness of LGBTIQ+ communities through events, activities and advocacy; 1.8 We will support the delivery of a Midsumma Festival event in Banyule.***

### IDAHOBIT

#### Discussion

Nathan and Ilias (working group members) updated:

- We Are portrait exhibition opening night and IDAHOBIT celebration: Friday 17 May, 6.30-8pm at ILCH.
- The event will be family friendly and alcohol free, with a range of beverage options.
- Exhibition dates: 17 May – 16 June.
- Bookings are open now.
- Invited Committee to attend.

Committeed discussed:

- Intersex Inclusive Progress Pride Flag will be flown for IDAHOBIT.

Nyunkia updated:

- We Are portrait exhibition callout has been extended to 5 May, encouraged Committee to continue to circulate and thanked those who have already entered their portraits.
- Example postcard and posters were printed on table in meeting room, invited Committee to provide feedback as soon as possible, and to take with them exhibition callout flyers with QR code.

#### Action

**Action 13:** Council to fly Intersex Inclusive Progress Pride flag for IDAHOBIT.

**Action 14:** Committee continue to invite networks to submit portraits and to attend celebration.

**Action 15:** Nyunkia to circulate We Are call out and We Are launch flyers with minutes.

### Midsumma event

#### Discussion

Working group updated:

- Report for Qwere Street 2024 completed, will go to Council Briefing 22 April.
- We will go out to EOI for Midsumma 2025 in coming months – this will be a tender process, open to Traders Associations.

Note: Committee did not get to discuss item on agenda: how Committee would like to be involved in EOI process, for discussion next meeting/further discussion with working group.

#### Action

**Action 16:** Committee discussion of how Committee would like to be involved in Midsumma EOI process

## 5.3. Memorial in the North

***Inclusive Banyule action 1.3: We will deliver a feasibility study to explore the establishment of a memorial in the North, acknowledging those who have been lost to AIDS and discrimination.***

#### Discussion

Richard (working group member) updated:

- He is happy with the report.
- Commended Coordinator Community Impact for preparing Council briefing.

Committee discussion:

- Provided positive feedback to Richard for initiating idea of memorial and preparing report.
- Committee is happy with briefing and report and keen for this to be presented to Council.
- Discussed impact that truth telling can have on presenting an idea.
- Agreed that Richard and Michelle would be best people to present to Council, their voices and lived experience as individuals and as part of community are impactful.
- Suggested there could be powerpoint presentation with visual images.

#### Action

**Action 17:** Richard and Michelle will present memorial at Council briefing on 17 June, 6.30pm.

## 5.4 LGBTIQ+ Safe spaces to meet in Banyule

***Inclusive Banyule action 1.7: We will scope the establishment of a dedicated and culturally safe LGBTIQ+ social meeting place in Banyule.***

#### Discussion

David (working group member) reported:

- Working group (including Steph from Greenhills) met and will continue to work in partnership with Greenhills Neighbourhood House as a pilot location, developing ways to make Greenhills and other venues in Banyule safe(r) for LGBTIQ+ community.
- Greenhills will run some LGBTIQ+ events during Pride Month (June).
- Working group are looking at overarching indicators of safe spaces which could potentially be used more broadly, for example for sport clubs, inclusive business and more.

#### Action

**Action 18:** Working group continue to keep Committee informed

## 5.5 Other Inclusive Banyule actions

***Inclusive Banyule action 1.2: We will continue to research key issues of family violence, gender equity and mental health and use this information to address barriers to inclusion in Council's services, programs and events.***

#### Discussion

There was not time for update for this meeting.

#### Action

**Action 19:** Update for next meeting

***Inclusive Banyule action 1.9: We will continue to advocate for accurate data collections processes to address local data gaps.***

#### Discussion

No update for this meeting.

#### Action

**Action 20:** Further action to begin after June 2024.

***Inclusive Banyule action 5.3: We will pilot an LGBTIQ+ older adults social connection group.***

## Discussion

Susannah (working group member) reported:

- Launch event was held 29 February, thank you David for MCing.
- 3 x coffee catch ups held since then, four people have attended.
- Please continue to promote through your networks. Thanks to Michelle for appearing on JoyFM to promote Golden Rainbow.
- We are planning a special event during June, likely a screening of the Coming Back Out Ball film. TBC.

Michelle updated she is also organising with Pauline Crameri (Val's Café) to promote Golden Rainbow on 3CR.

Nyunkia updated:

- Asked Committee to confirm who from Committee is on Golden Rainbow working group and invited new members.
- Confirmed: Michelle, Susannah, Jo from Banyule Community Health.
- Richard confirmed he will step down from working group, however may attend occasionally.
- Working Group to discuss further what would be helpful for this program after June, Community Impact team will hand over supporting this pilot to Council's Aged Services team.

## Action

**Action 21:** Nyunkia to follow up with Greenhills re: possibility of hosting film screening at Greenhills.

**Action 22:** Working group update Committee about June special event.

**Action 23:** After June, Golden Rainbow will be supported by Council's Aged Services team.

***Inclusive Banyule action 1.5: We will review the Inclusive Business Guides to support businesses to uplift LGBTIQ+ inclusive practice.***

## Discussion

No update at this meeting.

Paul raised that it would be good for businesses to include intersex symbol, and/or Intersex Inclusive Progress Pride flag to demonstrate intersex inclusion.

Michelle spoke of positive experiences at businesses that indicate trans and gender diverse people are welcome.

## Action

**Action 24:** Council Officer/s update at next meeting.

## 6. Other Business

### 6.1 Sports and Recreation Strategy Submission

## Discussion

Nyunkia updated:

- On behalf of the Committee, she prepared a summary of feedback on LGBTIQ+ inclusion in sports from previous meetings (2021-2024), which was emailed around with meeting agenda. Seeking further feedback or clarification from Committee, ASAP please.
- She will include further feedback in conversation about *Inclusion Banyule Action 1.6* at Minutes item 5.1 into feedback document. Thanked everyone for their contributions, noted this conversation had been over several years, acknowledged people's participation and commitment to providing feedback.

Committee discussed importance of intersex inclusion.

## Action

**Action 25:** Nyunkia to update feedback document and forward to the Sports and Recreation team for inclusion into Active Banyule sports strategy consultation. See also Actions at 5.1 of these minutes.

## 6.2 Council Consultations

### Discussion

Brief discussion inviting Committee input to:

- Banyule Futures (ThinkTank) – reminder to register your interest online by Sunday 28 April 2024. <https://shaping.banyule.vic.gov.au/BanyuleFutures>
- Public Order Review – dogs and cats in public places. Have your say until 12 May 2024: <https://shaping.banyule.vic.gov.au/PETS/CommunitySurvey>

### Action

**Action 26:** Committee members invited to provide input online and share with networks.

## 7. Members invited to share updates

### Discussion

Committee members invited to share updates:

- Paul shared that Intersex Peer Support Australia is hosting a film night of the documentary *Orchids, my intersex adventure* for intersex community, allies and friends. Invited all Committee to attend.
- Members discussed Better Together 2024. This conference will be 14-15 June in Geelong. Several Committee members are attending and/or presenting.

Note: Tommy (Banyule Community Health - BCH) emailed update of LGBTIQ+ inclusion achievements prior to Committee meeting. There was not time in this meeting to discuss.

### Action

**Action 27:** Paul to forward information about Intersex Peer Support Australia film night, to share with minutes.

**Action 28:** Nyunkia share link with minutes, about Better Together Conference.

**Action 29:** Nyunkia share BCH update with minutes.

## 8. Close and date of next meeting

Thursday 20 June, 2024, 5.30- 7.30pm, in Greensborough.