



# Minutes Banyule LGBTIQQA+ Committee

15 August 2024

# LGBTIQA+ Committee Meeting | Minutes



## Meeting details

<b>Date of meeting</b>	Thursday, 15 August 2024
<b>Time</b>	5:30 – 7:30pm
<b>Venue</b>	Room 4.06 Griffin, 1 Flintoff Street, Greensborough Banyule City Council
<b>Chair/Facilitator</b>	Councillor Champion
<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.”

## Attendee

<b>Attendee name</b>	<b>Affiliation/Organisation</b>
Cr Alison Champion	Committee Delegate/ Chair
Paul Byrne-Moroney	Community Member
Michelle McNamara	Transgender Vic
Nathan S	Community Member
David Landis-Morse	Community Member
Susannah Walker	Community Member
Richard Peterson	Community Member
Morganne Blackburn	Community Member
Lara and Kat Hunter	Community Member

## Council Officers

<b>Attendee name</b>	<b>Affiliation/Organisation</b>
Sherryn Prinzi	Acting Manager Resilient and Connected Communities
Steph Ashby	Acting Coordinator Community Impact

## Apologies

<b>Attendee name</b>	<b>Affiliation/Organisation</b>
----------------------	---------------------------------

Jo Wilson	Manager Resilient and Connected Communities
Joseph Tobacco	Director Community Wellbeing
Steph	Greenhills Neighbourhood House
Deb Anthony	Clinical psychologist and community member
Jet Hayes	Community Member
Tommy Christopoulos	Community Member
Fleassy Malay	Community Member
Ilias Katis	Community Member

## Items

### Introduction

Cr Champion welcomed members and read acknowledgements.

### 1. Minutes from previous meeting

Action	Updates
Action 1: Council to share the Inclusion in Sport program logic model, developed by the working group. This model articulates the objectives and outcomes, as well as the activities and inputs.	Inclusion in Sport logic model distributed with the agenda
Action 2: Feedback regarding chairs, room noise and the quirky facts not matching the artist's submission to be shared with the Arts and Culture team. Action 3: The Community Impact team to include the feedback in the evaluation report.	Feedback sent to Arts Curator via email.
Action 4: Council to consider working with Greensborough Chamber of Commerce for the 2025 Midsumma Festival event.	Council has an agreement with Greensborough Chamber of Commerce to deliver the 2025 Midsumma event.
Action 5: Council to consider acknowledging the efforts of the Eglemont Village Traders Association and encouraging them to keep in contact for future opportunities.	Council notified Eglemont Traders Association and requested a discussion about delivering a smaller LGBTIQ+ event in the Village.
Action 6: Council to adopt the term oppression (as opposed to discrimination) when referring to the Memorial project in the future.	Council has included the word oppression in the project description.
Action 7: The working group will be re-convened to progress to the next stage of the Memorial project, including the development of a detailed proposal for funding consideration.	Council internal partners met on 7 August to discuss two key locations.
Action 8: Bellfield Community Hub to be assessed against the principles for LGBTIQ+ safe place to meet.	Bellfield Community Hub yet to be assessed.
Action 9: Council to share Designing for Diversity guide to the committee.	Designing for Diversity guide distributed with the agenda.
Action 10: Council to contact Women's Health in the North (WHIN) regarding the inclusion of Intersex communities' experiences in future forums and safe spaces guide.	Action 10 and 11 complete. WHIN are undertaking annual planning and Social Equity Officer to attend planning

Action 11: Council to contact Michelle regarding Transgender Victoria Resources – ‘We Deserve’ to be shared with WHIN and Family Violence Network to continue to build sector capability and continue to support.	meeting at end of August, where these opportunities can be tabled.
Action 12: Inclusion in Sport working group to be re-convened before the next meeting.	Action 12- Inclusion in Sport working group meeting organised but members unable to attend.
Action 13: Memorial in the North working group to be re-convened before the next meeting.	Action 13: Memorial in the North working group members provided an email update and arranged meeting on 9 August

## 2. Standing Agenda Items – Committee priorities

### 2.1 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.***

- Rainbow Ready Sports Club program update to be discussed.
- Program logic model for inclusion in sport to be tabled. Committee invited to discuss and endorse future actions.

#### Discussion

Council has secured three clubs to go through the trial: Ivanhoe Bowling Club, Diamond Valley Athletics Club and Heidelberg Junior Football Club.

The program will take 6 - 9 months. There will be a community of practice that clubs will be a part of that goes across Victoria.

Sherryn will follow up with Ryan to see if Viewbank Tennis Club put an application for the trial.

The Lease and Licencing Framework is being reviewed. Community Impact are advocating to get recognition of legislative requirements associated with inclusion into this framework.

The committee was pleased to hear about the lease and licencing committee. It was noted that EMT still need to approve.

The committee reflected on the Olympics and the impacts of participation from gender diverse and intersex athletes. Paul asked if Proud to Play considered intersex participants.

The committee discussed that it would be interesting to look at what regulations the sports bodies consider and how they shape sports locally. Sherryn said we could map legislation that applies to sports clubs, and we can use this to understand what sports clubs are obligated to deliver on.

Sherryn also mentioned that there is a Fair Access Policy open for comment currently:

<https://shaping.banyule.vic.gov.au/SportForAll>

The committee discussed what percentage of clubs will go through the Rainbow Ready club process. It is \$5K per club to go through the process. We want to share the learnings from the clubs who go through the process and share draft policies that are developed regionally. The committee noted that they were pleased to see this program progressing.

Michelle commented that the Human Rights Commission would be good to speak to about sports club obligations. Michelle also noted that Proud to Play do include transgender people in their programs, and a good example from a policy she worked on for Cricket Victoria.

#### ACTIONS

Sherryn to share the Fair Access Policy with the group, who were invited to make comments via Shaping Banyule: <https://shaping.banyule.vic.gov.au/SportForAll>. This action was completed on 26/8/2024.

## 2.2 Events and Celebrations

***Inclusive Banyule action 1.1: We will continue to elevate visibility and awareness of LGBTIQ+ communities through events, activities and advocacy***

- Upcoming LGBTIQ+ days of significance to be tabled and discussed.

***1.8 We will support the delivery of a Midsumma Festival event in Banyule.***

- An update on the Midsumma partnership and timelines with the Greensborough Chamber of Commerce to be discussed. Call out for volunteers to participate in planning the working group.

### Discussion

Council has engaged the Greensborough Chamber of Commerce (GCC) to deliver the 2025 Midsumma event in Banyule. The date will be Friday 7 February in the evening. GCC has signed a funding agreement and are currently project planning for the event. So far, they have secured Gay Market and Fast Fashun. They will hire an event coordinator from the community to support the delivery of the event. They aim for 100% of LGBTIQ+ performers.

A community working group will be formed to inform Midsumma planning. Paul, Michelle, and David all said they would be interested.

The committee discussed the name option - 'Queensborough' and noted that it only reflects a section of the community and doesn't feel inclusive of everybody. Other suggestions were Queersborough, Rainbow Road Party, Out of the Closet and into the Borough, Greensborough Midsumma Festival.

The committee noted that it would be important for people to understand what the event was from the name. They also noted that the tag line will be important as it is challenging to capture all facets of the LGBTIQ+ community. The group agreed that Queersborough would be a good name for younger people. The group also discussed this name may have issues with some of the local older community due to the use of the word 'Queer'. Overall, the group agreed that they preferred Queersborough to Queensborough. Sherryn to provide feedback to the GCC about the name.

## 2.3 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.***

- Update on potential site discussions. The committee was invited to discuss and endorse future actions.

### Discussion

A site in Ivanhoe was identified as it has the features described in the feasibility study. The next steps include undertaking a site analysis with other relevant teams from Council. Richard suggested a competition to get suggestions from the public for the design of the memorial.

It was noted that Council will need to conduct community engagement, get the approval of the newly elected Council, and find funding before we can proceed with the development of the memorial.

The committee discussed the security of site. All agreed that the site has good passive surveillance. Noted this will be a good chance to engage commuters and students.

Next steps: Richard will work with Council to develop a design brief. Council will do a full site assessment, and then get agreement of councillors post general election.

## 2.4 LGBTIQ+ Safe Places 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.***

- Update on progress. The committee was invited to discuss and endorse future actions.

### Discussion

The committee discussed the progress towards establishing a model to usualise inclusion of LGBTIQ+ people in planning so any place in Banyule is suitable for LGBTIQ+ community to meet. Included in this model are the physical representations, including facilities and symbols, consistently applied policies and processes that establish behavioural expectations, and supporting people to notice and act when discriminatory behaviours occur. The next steps will be testing the model at a range of locations including Greenhills Neighbourhood House and JETS Studio, and then improve and finding ways to encourage the use across all community buildings.

The Committee noted that not everyone in the community is on the inclusion journey with us and demonstrating the benefits of inclusion for everyone is important.

Michelle reflected that there is no such thing as a safe space, there are only safer spaces. The committee suggested using the language of 'safer' rather than 'safe'. Sherryn noted that the recent Living in Place data shows that Banyule is relatively a safe place to live: <https://views.id.com.au/banyule>

Paul noted that physical environmental changes can be used in places to create feelings of safety e.g. good lighting, and passive surveillance. Michelle asked about rainbow stickers to make spaces feel safe. The committee discussed revisiting that concept. It is nice to see a visual promoting inclusion at venues.

The committee noted opportunities to require organisations funded by Council to adopt inclusive practices as part of their funding agreements.

Cr Champion noted the importance of reflecting on progress, and congratulated the committee on how much progress they have influenced to this point.

## 2.5 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.***

- Committee invited to discuss and endorse future actions.

### Discussion

Council is developing the next Municipal Public Health and Wellbeing Plan (MPHWP) 2025-2029. This plan will outline how Council can address health inequities in the local community.

Opportunity for community and community organisations to contribute to the MPHWP planning process through an upcoming Health and wellbeing community forum. Details are: Monday, 09 September 2024, 10:00 AM to 11:30 AM at 1 Flintoff Greensborough: <https://www.banyule.vic.gov.au/Events-activities/Whats-on/Council-events/Health-and-wellbeing-community-forum>

Council have developed a series of factsheets based on local data, as well as a health profile for Banyule. These resources are being updated now with new data, and are all located here: <https://shaping.banyule.vic.gov.au/BanyuleFutures>

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

- Committee invited to discuss and endorse future actions.

### Discussion

Results from the Victorian Population Health Survey 2023 are now available about LGBTIQ+ community in Banyule (11.5%).

The committee discussed the above data and noted that it would be good to check if the VPHS data was collected in line with the 2020 ABS standard.

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

- Working group to update the Committee about Golden Rainbow.
- Committee invited to discuss and endorse future actions.

### Discussion

Six community members attended the most recent Golden Rainbow meeting. A visitor from Whittlesea Council also attended, as they were interested in this model. Michelle and Susannah provided an update, and noted that

the group is slowly building. Issues were raised with communication from Council not being as consistent and responsive as would be liked, and the Visitor book wasn't brought at the last meeting. Sherryn will follow this up. The committee discussed the possibility of a laminated card on the table to show what kind of conversations we are inviting, to refer back to in the group. This will address any problematic interactions that may arise in the future. Sherryn will meet with Michelle and Susannah to discuss the functioning of the Golden Rainbow group and implement any improvements or changes needed.

### 3. Committee Terms of Reference

- Committee invited to discuss the purpose statement and objectives in Terms of Reference and propose updates.

#### Discussion

Sherryn noted that this is the last meeting of this committee, and all the committees will dissolve before the caretaker period and the General Council Election will take place in October.

Council has prepared an achievements report for all committees and this report is likely to be tabled at the Council meeting in November 2024. This report will include key statistics, including:

Eight committees met on 116 occasions within the 4 year period.

Members contributed a total of 1825 volunteer hours, with an estimated value of \$79,443.72.

Average rate of attendance was 70%.

The average rating of committee member experience was 4.32 out of 5.

Seven continuous improvement initiatives were implemented to improve committee member experience.

37 recommendations were made to Council.

Consultation advice was received to inform 28 Council projects across 96 consultation activities.

In early 2025, Council will receive a second report on the re-establishment of committees.

The committee was invited to comment on the LGBTIQ+ terms of reference (TOR). The following points were noted:

How do we ensure intersectional identities are represented, including the voices of young people, using methods that work for those groups?

Improve reference to consulting with diverse identities in the LGBTIQ+ community.

How do we build connections with other identity groups?

The bi-monthly meeting will be the preference for future meetings.

Specifically, in relation to the TOR the committee suggested the following:

- Add in engage and advocate on behalf of community
- Need to update objective to acknowledge Inclusive Banyule
- Include 'LGBTIQ+ across the lifespan'
- Update equality to equity
- Add in promote and celebrate
- Update last one with Inclusive Banyule and closing the loop on consultations
- Update: Contribute to the development and monitor the implementation of the Inclusive Banyule.

### 4. Thank you and farewells

#### Discussion

Lara thanked the group for welcoming her into the committee, and for all the work that is being done. Will be taking a break in the future but please note heartfelt thanks to Council, and big thank you to Sherryn especially.

The committee said thank you to Councillor Champion, the whole Council and Sherryn, and asked that this be conveyed back to Council.

Councillor Champion thanked the group for all they contributed and encouraged people to come and speak at the council meetings going forward.

## 4. Close

Meeting closed 7.30pm