



# Minutes Banyule LGBTIQA+ Committee

15 February 2024

## Meeting details

<b>Date of meeting</b>	Thursday, 15 February 2024
<b>Time</b>	5.30 - 7.30pm
<b>Venue</b>	Greensborough, Level 4, Room 4.01 Ivanhoe Library and Cultural Hub, Clara Southern Room
<b>Chair/Facilitator</b>	Cr Champion
<b>Minutes</b>	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>Pronoun/s</b>	<b>Affiliation/Organisation</b>
Cr Alison Champion		Committee Delegate/ Chair
Paul Bryne-Moroney		Community Member
Michelle McNamara	she/they	Transgender Vic; GLBTIQ Multicultural Council
David Landis-Morse		Community Member
Ilias Katis		Community Member
Morganne Blackburn		Community Member
Deb Anthony		Clinical psychologist and community member
Jet Hayes		Community Member
Lara Hunter		Community Member
Tommy Christopoulos		Banyule Community Health Service ( <i>attended online via Teams</i> )
Richard Peterson		Community Member

## Guests

<b>Attendee name</b>	<b>Affiliation/Organisation</b>
Steph	Greenhills Neighbourhood House

## Council officers

Attendee name	Affiliation/Organisation
Sherryn Prinzi	Coordinator Community Impact
Nyunkia Tauss	Community and Social Planner
Jo Wilson	Manager Resilient and Connected Communities

## Apologies

Name	Affiliation/Organisation
Cr Elizabeth Nealy	Committee Substitute
Nathan S	Community Member
Susannah Walker	Community Member
Fleassy Malay	Community Member
Jakob Woods-Huxtable	Committee Member

## Items

### 1. Introduction 5.30-5.40pm

- Acknowledgement of traditional custodians  
Diversity Statement
- Membership review outcomes

### 2. Minutes from previous meeting 5.40-5.45pm

The November meeting was not recorded as a formal committee meeting, as no Councillor or Council senior manager was present. The following items recap recommendations made last year that are still outstanding.

Agenda Item	Action Arising	Progress
October 2023- Fuelling Hate report  <i>Tabled by Deb</i>	<b>Recommendation:</b> Council reads the Fuelling Hate report, summarises key points and formulates recommendations on how to address local abuse, harassment, vilification, and violence issues for Councillors consideration.	<i>Tabled at 20 November 2023 meeting. CO2023/215</i> Councillors asked to receive a summary of key points and recommendations on how to address local abuse, harassment, vilification and violence issues. <i>Report to Councillors will be made at briefing on 4 March.</i> <i>Summary of the briefing to be provided to Committee members post Council Briefing</i>
April 2023- Permanent raising of progress pride flag	<b>Recommendation:</b> Council flies the Progress Pride Flag, that is inclusive of the Intersex symbol, at Council offices located at 1 Flintoff Street Greensborough and the Ivanhoe Town	<i>Tabled at 20 November 2023 meeting. CO2023/215</i> Council asked for a report

Hall located at 275 Upper Heidelberg Road  
Ivanhoe every day of the year.

15 February discussion:

Question about Progress Pride Flag – why can't it  
be flown all year?

- Only one additional flag pole, opportunity to use this to recognise other Days of Significance.
- Want to make sure flag flying is impactful.
- As an aside: Community Impact/ Disability & Inclusion Committee is also researching Disability Pride Flag (note: this flag represents people with disability, is not representing LGBTIQ+ pride)

regarding Council flag raising on specific days of significance.

*A Council Briefing Report will be presented to Council on 4 March 2024.*

The flying of identity flags is approved under CEO delegation. The report recommends Progress Pride is raised on IDAHOBIT (17 May) and then again all of June to acknowledge Pride Month

As Council only has four flag poles and there are specific requirements around the flying of the National Flag and the Aboriginal and Torres Strait Islander Flags Council cannot fly any one other flag ongoing. This is to give opportunities for other days of significance to be acknowledged throughout the year.

June 2023- Sports club inclusion practices

**Recommendation:** Council requires all sporting clubs to display Banyule Diversity Statement on their websites and is highly visibility within club premises and should be a requirement contained within lease and seasonal allocation agreements. In addition, Council needs to ensure education is provided to clubs to build a culture of inclusion

15 February discussion:

*Working Group – meetings and actions to be confirmed.*

*Recommendation tabled at 28 August 2023 Council meeting.*

CO2023/139 Council asks for a report to outline the process for embedding inclusion in sporting clubs across Banyule for consideration that will include the potential costings and administrative requirements to facilitate the display of the diversity statements on websites and in clubrooms.

*This action is outstanding and will be commenced in March 2024.*

### 3. Annual Committee Survey

Committee members spent five minutes responding to the annual committee survey. We will use the results to improve participation experience and effectiveness of this Committee.

#### Action

**Action 1:** Nyunkia send link to survey to Committee. Committee to complete survey by 15 March.

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

#### 4.1 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 and Nyunkia provided an overview and invited comment from Committee.

- Inclusion is a journey, we will need to work with individuals and sports and recreation clubs within Banyule as well as peak bodies and other sporting bodies.
- We will focus on shorter term things we can act on now as well as longer term wins.
- This project is timely, Banyule Sports and Recreation plan is being updated this year

Comments from Committee included:

- Lara: may need to provide extra support for clubs when they have pushback from community
- David: Have we had contact with AFL and other leagues who have worked in this area? Can we get feedback from activists – what has worked well and learnings?

Feedback from Michelle/TGV about barriers:

- TGV closing submission on Transgender Suicide Cluster detailed drivers for poor mental health and suicidality based in shame and fear about identity, including: being bullied, becoming socially isolated, not engaging in the workforce, not leaving house, which can be insurmountable barriers and directly relate to trans and gender diverse people's participation in sport.
- Statistics of trans and gender diverse people having poor mental health and not participating in sport as a result, is a great shame, need to ensure clubs are being inclusive.
- [Victorian Equal Opportunity and Human Rights Commission Trans and gender diverse inclusion in sport](#) guidelines are about discrimination, but really about overcoming barriers. For example: when people see world sports organisations making comments on trans women not being able to participate in international sport, accompanied by harmful media messaging, this filters down to people feeling they won't be welcome in local sports clubs.
- Promoting inclusion – clubs need to take extra steps to be welcome, not just having a non-discrimination policy. Inclusion needs to be demonstrated by inviting people in as well as actively recognising benefits of diversity.

Feedback from Paul about intersex inclusion:

- Council and working group's actions and words needs to include intersex people – recognising diversity in sex characteristics (not just trans and gender diverse people)
- Following lead of elite sports programs – there have been elite sports programs recognising intersex. However Pride in Diversity and Australian Open Pride day (for example) do not include intersex.
- Uniforms – also needs to be appropriate for people with diverse sex characteristics
- Paul has contacted some elite athletes to see if Proud2Play have included intersex consultation, as their material has not included intersex characteristics.
- World Pride flag does not include intersex flag.

## Recommendation

**Recommendation 1:** Recommendation to have council's Diversity Statement as a requirement for sports and recreation clubs displaying in club rooms. See also: *Outstanding recommendations from previous meetings*

## Action

**Action 2:** Community Impact team/working group to ascertain who the lighthouse clubs are – clubs that have self identified as wanting to be more inclusive and/or seeking Council support to do this

**Action 3:** David to contact Jason Tuazon-McCheyne re: AFL or other professional sports contacts who have championed LGBTIQ+ inclusion in sport at league level – find out what has worked well and learnings.

## 4.2 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.***

### Discussion

Committee invited to share reflections on QWere Street Party and discuss EOI process for 2025 Midsumma event. Feedback to be included in evaluation report. Sherryn thanked working group members, Jo from BCH, Paul, Lara, David, Michelle for being on the stall at the event, showing support.

Feedback from Committee included:

- Performers' feedback was positive about flags being flown, and Dean Arcuri specifically chose to MC as Frock Hudson, to support message of inclusion.
- What went well
  - This year has been the most 'rainbow' event to date and 'most queer' Qwere Street so far, best rainbow visibility. 'Triumphant'
  - Having Frock Hudson host was great, created the right vibe
  - Having LGBTIQ+ performers
  - Heaps of children and families, dancing and participating in stalls. Lots of children came up asking for stamps, looking initially shy and then excited they could have a stamp
  - Council stand/tent was well set up, felt welcoming, felt lovely that parents were so supportive, and there was a great cross section of families
  - Condensed time period seemed to make event more fun
  - Silent Disco was fun
  - There were more people this year
  - Banyule Youth Services displayed range of flags, including intersex. Lots of young people asked about the flags. This is introduction to other identities – having conversations, normalises flags/visible presence as part of our community, not just at special occasions.
- What could be improved
  - Bring families component back (eg face painter, as people were looking for them)
  - From station to the inflatable rainbow area many venues not open, very few food choices.
  - Market section was not as successful, people were not very active in this area – general market items, not thematically to do with LGBTIQ+ community, and too expensive.
  - Would be great to have markets selling 'queer stuff'
  - Would be great to have slide for kids
  - Having inflatable in the middle of the street makes it tricky to see where the event is
  - Greenhills Neighbourhood House keen to be involved in future celebrations
  - Would be great to have live feed of next year's event
  - Make next year's event part of Midsumma official program.

### Action

**Action 4:** Working group for events and celebrations to decide what we would like to see at other events, and develop EOI requirements.

**Action 5:** Working group/Community Impact team to work to ensure this event is part of Midsumma 2025 program, we will work to earlier deadlines.

## IDAHOBIT

### Discussion

Upcoming art exhibition called "We are" is in Arts and Culture program, to tie in with IDAHOBIT. It is an exhibition of self portraits to represent who our LGBTIQ+ community are. People can include a statement about who they are, and something quirky or funny about themselves. Will be a Victoria wide call out, Banyule residents will have priority. EOIs will go out early March. Arts and Culture will manage exhibition and curation. Feedback sought from Committee: sometimes these events have alcohol served. Community Impact team has a focus on health and wellbeing, so we are considering not serving alcohol at this event.

Committee response:

- Last event was 'more dull' with no alcohol, people expected alcohol, there was free flowing alcohol at another event on the same evening, so it felt 'underdone'. Alcohol adds to the celebration and 'feel'.

- As part of portfolio – maybe the event could encourage responsible drinking?
- Artists have an expectation there is alcohol but could also look at non-alcoholic beer and wine.
- Agree with position of no alcohol.
- If we want to subvert the expectation of alcohol, we need to work harder to be inclusive of people's choices, eg, provide a good range of alcoholic and non-alcoholic options (eg: beer and wine) so people can choose, on the same table/platter.

### Action

**Action 6:** Committee to invite networks to be part of exhibition and launch. Invitation to anyone in Victoria.

## 4.3. 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

Council has prepared a feasibility study and is seeking instruction from Committee regarding whether the report is ready to present to Councillors. Noted the rationale for a broader focus memorial commemorating the many lives lost, is to differentiate from Fairfield memorial. Thank you to Michelle, Paul and Richard as members of the working group. Proposal is a mudmap/ figuring out what this might look like – will go to Council briefing and see if we will proceed. Committee provided feedback on report:

- Lara: positive feedback on report and recommendations
- David: could it be more impactful if we made something more specific, rather than so broad?
- Richard: would like to see a final version of the report. Was very moved by the memorial launched at Trinity Grammar School, very simple and effective acknowledgement of hurt that has been caused, noted that architectural design, location etc very important.

### Action

**Action 7:** Sherryn resend final report to Richard.

## 4.4 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

Greenhills Neighbourhood House (GHNH) will be operating new NH at Montmorency, in Wellington Street. Hoping to mix mainstream programming with spotlight programming across the year, run somewhat independently from other events. In collaboration with people from their local LGBTIQ+ community GHNH devised the following mini-Pride festival ideas, seeking feedback from Committee:

- What's the Tea? (community lunch) - queering GHNH usual community lunches
- Pride Family Fun Day – usually targeted to younger families, wanting to make the event more like school family open days. Tend to do messy play-oriented days or swaps for adults on these days.
- Eleganza Extravaganza Disco – dance night
- It's Giving: Fashion Night – a fashion and styling for everyone, run by trans and non-binary people

Committee provided this feedback:

- Love the idea of Pride family fun day – expand for all families
- Disco sounds fun
- Paul is MC of a family festival 3 x per year could loan lights to Greenhills for events
- Tommy/BCH: importance of increasing LGBTIQ+ visibility and fostering inclusion, very heartwarming, thank you to Banyule Council's commitment on this.



## Action

**Action 8:** Set up a working group around safe spaces for LGBTIQ+ community – partnering with Greenhills.

**Action 9:** Paul and Greenhills connect to discuss intersex inclusion further.

**Action 10:** Events working group/ Greenhills discuss crossover with Qwere Street event for 2025

## 4.5 Other Inclusive Banyule actions

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

### Discussion

Michelle (on working group) updated: group discussed a range of formats and names, Golden Rainbow was chosen as a way to describe older LGBTIQ+ community without using the word “queer”. Monica Dullard will MC launch event on 29 February. There will be two more fortnightly events. From there we will follow lead of the group as to what and when future events might be. Noted: working group consulted with Banyule’s Age Friendly committee – they would prefer day time events. We are looking forward to feedback from attendees. Sherryn thanked working group: Richard, Susannah, Michelle.

Committee input:

- Tommy: Rainbow Shapers and Shakers have been informed about this (BCH working group)
- Lara: thank you to Council, this event was first mentioned as an idea about 6 years ago.

## Action

**Action 11:** Committee forward invitation to networks and attend the event if you are available.

**Action 12:** Sherryn speak to David about speaking at launch, on behalf of Committee.

***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

Council is currently looking at Municipal Public Health and Wellbeing Strategy. Social Equity Officer tasked with this research, speaking with family violence networks. Curious to hear more about what else we should be researching and focusing on. Committee provided this feedback:

- Deb/psychologist: often has conversations with clients about experiences we could name as violence, but people don’t always use these words to name their personal experience. Avoid big words like ‘isolation’ that people can easily dismiss.
- David: understanding the nuances - for people from generations and cultures where physical violence wasn’t acknowledged or discussed, sometimes identifying ‘smaller’ or less obvious forms of violence are part of educational process. Younger generation can be quite different in how they talk about it.
- Paul: transgenerational trauma of violence playing out, isolation, silence, bullying mean violence and trauma carries on. It may not be happening in the home right now, but it doesn’t mean family members haven’t been impacted by past violence.
- Tommy/BCH: Increased awareness around different forms of violence – eg: community based violence by people who are not intimate partners. Has conversations with clients about their experience and exposure to community violence – breaking down and challenging, education about how violence can occur and impact people. Support to gain insight and clarity to name what they have been experiencing as a form of violence.
- Paul: work with intersex advocates across Australia. Ensuring that LGBTIQ+ and Intersex perspectives are included in conversations of family violence. Looking at resources available for LGBTIQ+ resources around family violence, have come up with mind maps about how better to include LGBTIQ+ perspectives and experiences. Work will be available later this year.
- Lara: teenage LGBTIQ+ people are often at higher risk of homelessness and family violence – make sure Council addresses this.
- David: police – a lot of their work is responding to family violence – education for people of intersectional experience. Sometimes people from other cultural communities may need extra support to understand what constitutes family violence in Australia.



- There has been a big project in Whittlesea looking at this.
- Ilias: a lot of people who come into corrections system may need community education and support to understand more respectful relationships, providing alternatives to these behaviours.

## Action

**Action 13:** Paul to share UK research about quality of life for people with XXY variation

**Action 14:** Council to consider LGBTIQ+ family violence, including young people, in ongoing work

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

## Discussion

Annual Community Satisfaction Survey goes out to 400 households across Victoria, measuring important issues and Council's performance. Committee identified the 2023 survey didn't ask people's gender, made assumptions based on voice and/or name. Council wrote to local government Minister and said we would not engage this company unless they make changes to their data collection. Next step: advocate to ABS to change gender, sexuality and sex characteristics, given current gender options are: male, female, other.

Committee commented:

- Paul: Passport office needs some work in this area – current options are not appropriate
- Tommy/BCH: BCH has been working to remove intersex from gender options

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

No report.

## 5. Other Business

Consultation about Council projects and strategies

### Discussion

Banyule's Sports and Recreation Strategy is being updated. To prepare this new strategy, the Sports and Recreation Team are seeking feedback from residents. **Survey closes 5 April** – click here to complete: <https://shaping.banyule.vic.gov.au/ActiveBanyule/SportandRecreationSurvey> There are also in-person and online drop in sessions planned – for more information and links, see: [Active Banyule | Shaping Banyule](#)

Banyule's Public Realm Strategy is being updated. There is scope for feedback from LGBTIQ+ community on a range of aspects of how community and individuals experience public space in Banyule. Provide your feedback via survey: <https://shaping.banyule.vic.gov.au/PublicRealm> **Closes 26 February**

Banyule City Council is seeking feedback on Responding to Climate Change. Complete the [Survey](#) up **until 3 March 2024** or [register for one of the February Forums](#) to help us with next steps in this journey: <https://shaping.banyule.vic.gov.au/ClimateResponse>

Committee provided feedback on accessibility around garden bed near 1 Flintoff – asked how is it that Council can't influence, given it's on private land? Sherryn clarified Council cannot influence this, however she will follow up with Planning team regarding permit conditions.

### Banyule Community Health Update

*Note: provided by Tommy by email 21 February 2024 – unable to share in meeting due to technical issues*

LGBTIQ+ Inclusion Summary to Banyule Community Health Rainbow Tick Accreditation Assessment April 17<sup>th</sup>- 19<sup>th</sup>, 2024:

- 2020 Strategic Plan commitment to Inclusion & Diversity

- 2021 Inclusion & Diversity Plan developed, including a commitment to LGBTIQ+ inclusion & Rainbow Tick accreditation
- Leadership and key workforce underwent Rainbow Tick Inclusive Practice Training with Rainbow Health Australia in early 2022
- Dedicated resources of 1 EFT to focus on embedding Inclusion & Diversity, from a change management process
- 96% staff and Board members completed LGBTIQ+ Introductory training in 2022
- Other training: Allyship with transgender people and Working with Older members of LGBTIQ+ community 2023; Trans Affirming Workplaces selectively rolled out in February 2024
- Key resources developed for staff and community:
  - Why pronouns matter?
  - Introductory guide to working inclusively with LGBTIQ+ communities
  - LGBTIQ+ Referral & Resources list
- Website overhaul with a focus on Inclusion & Diversity
- 2023 Auspice agreement signed with Alphabet Soup, a grassroots local social support group for trans and gender diverse people
- 2022 & 2023 Presentations to BCH Board members around BCH's LGBTIQ+ inclusion journey & rainbow tick accreditation
- 2022 & 2023 Quality Account had a strong focus on LGBTIQ+ Inclusion
- Participation in Trans Day of Visibility with Banyule Council and Victorian Pride Centre 2023; midsummer Pride March 2023, 2024; inaugural Whittlesea Pride Festival May 2023; Qwere St 2024
- Network memberships: Rainbow Tick Network, Pride in the North Collaborative; BCC LGBTIQ+ Steering Committee
- Focus on LGBTIQ+ visibility at BCH to enhance safety & wellbeing: lanyards, pronoun badges, auto signatures, flags, posters
- Internal Rainbow Shapers & Shakers working group commenced 2022 with staff & consumer representation. Report back through team meetings, and to Inclusion & Wellbeing Lead and General Manager in People & Culture
- All gender toilet signage and Bins for Blokes at both sites
- Multiple policies and procedures reviewed to ensure inclusive language, incorporating gender affirmation leave into Workplace relations procedure.
- 31.8.23 Progress Pride flag raised permanently on Wear It Purple Day at WH; flag placed internally at Greensborough site
- 9.9.23 A local trans femme provided a musical performance on R U OK Day
- Sept 2023- March 2024 Internal project underway to assess cultural safety of LGBTIQ+ identifying workforce and service users. Report back to General Management Team in February 2024.
- Initial exploration around BCH implementing LGBTIQ+ specific supports in the future.

### Action

**Action 15:** Nyunkia send out links and dates for surveys and consultations to Committee

**Action 16:** Sherryn speak to Planning team about accessibility for garden bed near 1 Flintoff

## 6. Members invited to share updates

### Discussion

Committee member updates:

- David: Jac Tomlin speaking about the Change or Suppression (Conversion) prohibition legislation – Committee can familiarise themselves with more information: [About the Change or Suppression \(Conversion\) Practices Prohibition Act | Victorian Equal Opportunity and Human Rights Commission](#). Many people in the church are only just becoming aware of legislation. If you need someone to speak to your communities, David has done some training and can put you in touch with Jac/ other people who can speak on this.

- Michelle: TGV opened Affirmation Station drop in centre two weeks ago, has clothes, art work by tgdt people, facilities for changing, coffee, couches, will run workshops for the community. Located in Brunswick East – Shop 2, 360 Lygon Street. Feels transformative to have a public shop front.
- Paul: new Joy radio show 'The I in us' had second episode Wednesday 7-8pm, broad conversation about people, music, arts. It's the first live to air program by intersex community across Australia, only 2-3 others worldwide.
- TDOV: Alphabet Soup annual event – 6 April, 3pm at Stephanies, Lower Plenty Road Rosanna. Lachy (former group member) who studied at VCA will perform. Hoping Key Change choir will also perform.
- Michelle: sought clarification on Fuelling Hate report briefing. Cr Champion noted: meetings are every 3 weeks, are not open to the public. They are briefing sessions for information only, decisions are not made. Committee recommendations go to Council in quarterly briefings.
- Paul: UK Study into the Quality of Life for persons with Klinefelter Syndrome (47XXY): <https://ec.bioscientifica.com/view/journals/ec/12/10/EC-23-0111.xml>

### Action

**Action 17:** Fueling Hate report to Councillors will be made at briefing on 4 March. Summary of the briefing to be provided to Committee members post Council Briefing.

**Action 18:** Councillors Champion and/or Nealy will summarise comments, sentiment and feedback from briefing to next Committee meeting regarding what can council do.

## 7. Close and date of next meeting

Thursday April 18, 2024, 5.30- 7.30pm, venue to be discussed.