



# Minutes Banyule LGBTIQ+ Committee

20 June 2024

## Meeting details

<b>Date of meeting</b>	Thursday, 20 June 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>	Cr Alison 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
Cr Tom Melican	Mayor
Paul Byrne-Moroney	Community Member
Michelle McNamara	Transgender Vic
Nathan S	Community Member
David Landis-Morse	Community Member
Deb Anthony	Clinical psychologist and community member
Richard Peterson	Community Member
Tommy Christopoulos	Community Member

## Council Officers

<b>Attendee name</b>	<b>Affiliation/Organisation</b>
Sherryn Prinzi	Coordinator Community Impact
Jo Wilson	Manager Resilient and Connected Communities
Joseph Tabacco	Director Community Wellbeing
Bianca Ellis	Social Equity Officer

# Apologies

Name	Affiliation/Organisation
Fleassy Malay	Community Member
Ilias Katis	Community Member
Susannah Walker	Community Member
Jakob Woods-Huxtable	Community Member
Steph	Greenhills Neighbourhood House
Morganne Blackburn	Community Member
Bee Hayes	Community Member
Lara Hunter	Community Member

# Items

No quorum achieved at this meeting.

## Introduction

Cr Champion welcomed members, read acknowledgements and introduced Joseph Tabacco, Director Community Wellbeing. Members briefly introduced themselves to Joseph.

## 1. Minutes from previous meeting (5:40pm – 5:50pm)

Agenda Item	Action Arising	Progress
Committee Recommendation: Permanent Raising of Progress Pride Flag	<b>Action 1:</b> Nyunkia to re-confirm the correct name and version of the flag Council has determined to fly for LGBTIQ+ observations. Report back to the Committee.	<b>Complete.</b> The adopted flag Council will continue to use is the Intersex Inclusive Progress Pride flag. The committee received a letter from the CEO to respond to the recommendation.
Library of Things	<b>Action 2:</b> Nyunkia to share links to local places people can borrow “things” other than books, DVDs, CDs.	<b>Complete.</b> Sent with April Committee meeting minutes, 29 April 2024.
Library of Things	<b>Action 3:</b> Lee to provide final report and feedback to the Committee about how their input influenced outcomes	<b>Complete.</b> Jo provided an update.
Annual Committee Survey Results	<b>Action 4:</b> Nyunkia/Sherryn to re-send memo about Committee member honorarium to support participation.	<b>Complete.</b> <ul style="list-style-type: none"> <li>• Re-sent 3 May 2024.</li> <li>• Members who meet attendance requirements will be contacted to confirm preference.</li> <li>• Disbursement will occur on or after our final Committee meeting in August.</li> </ul>

Annual Committee survey results	<b>Action 5:</b> Committee members provide feedback on their experience	<b>Ongoing.</b> Members welcome to provide feedback any time.
Annual Committee Survey Results	<b>Action 6:</b> Nyunkia to provide more detailed LGBTIQ+ Committee feedback, especially <i>Areas of improvement</i> .	<b>Complete</b>
Annual Committee Survey Results	<b>Action 6:</b> Systematically rotate the location of Committee meetings. <b>Action 7:</b> Discuss other possible meeting locations, e.g.: Greenhills Neighbourhood House.	<b>Complete.</b> This and the next Committee meeting to be held in Greensborough.
Standing Agenda Items	<b>Action 8:</b> Nyunkia/Sherryn to meet with Paul to discuss systematic ways Council can better support intersex inclusion.	<b>Complete.</b> Ongoing conversation.
LGBTIQ+ Inclusion in Sport	<b>Action 9:</b> Nyunkia/Sherryn to follow up when sports recommendation was taken to Council, actions and outcomes.	<b>Complete.</b> <ul style="list-style-type: none"> <li>• Matter addressed at Council meeting 3 June 2024.</li> <li>• Council resolution: CO2024/77352</li> </ul>
LGBTIQ+ Inclusion in Sport	<b>Action 10, 11 and 24:</b> Committee to provide any further feedback on sports topics ASAP for inclusion into Active Banyule consultation feedback. Nyunkia to consolidate into Active Banyule consultation feedback.  <b>Action 12:</b> Sports and Recreation team to provide update at future Committee meeting on how Committee feedback has impacted outcomes/final plan.	<b>Complete.</b> <ul style="list-style-type: none"> <li>• Copy of feedback sent with April Committee meeting minutes, 29 April 2024.</li> <li>• We will seek an update on consultation for the August Committee meeting.</li> </ul>
Events and Celebrations: IDAHOBIT	<b>Action 13:</b> Council to fly Intersex Inclusive Progress Pride flag for IDAHOBIT. <b>Action 14:</b> Committee to invite networks to submit portraits/attend celebration. <b>Action 15:</b> Nyunkia to circulate call out and launch flyers with minutes.	<b>Complete.</b> <ul style="list-style-type: none"> <li>• Launch held Friday 17 May.</li> <li>• Thanks to all who submitted portraits and attended the launch.</li> </ul>
Memorial in the North	<b>Action 16:</b> Committee Contact Officer/s advocate for Richard and Michelle to present at Council briefing on 17 June, 6.30pm.	<b>Complete.</b> <ul style="list-style-type: none"> <li>• Paper changed designation from presentation to report only.</li> <li>• Was tabled at Councillor Briefing 17 June.</li> </ul>
LGBTIQ+ Safe Spaces to meet in Banyule	<b>Action 17:</b> Working group to continue to keep Committee informed.	<b>In progress.</b> See <i>Agenda Item 2.4</i>
Family violence, gender equity and mental health update	<b>Action 18:</b> Update at meeting.	<b>Complete.</b> <ul style="list-style-type: none"> <li>• See <i>Agenda Item 2.5</i></li> </ul>

Golden Rainbow	<p><b>Action 20:</b> Nyunkia to follow up with Greenhills re: possibility of hosting film screening at Greenhills.</p> <p><b>Action 21:</b> Working group to update Committee about June special event.</p> <p><b>Action 22:</b> After June, Golden Rainbow will be supported by Council's Aged Services team.</p>	<p><b>In progress.</b></p> <p>See <i>Agenda Item 2.5</i></p>
Inclusive Business Guides	<p><b>Action 23:</b> Council Officer/s update at meeting.</p>	<p><b>In progress.</b></p> <p>Update scheduled for August meeting.</p>
Other Business: Banyule Futures (ThinkTank) and Public Order Review	<p><b>Action 25:</b> Committee members invited to provide input online and share with networks.</p>	<p><b>Complete</b></p> <p>Provide input to Council any time at: <a href="https://shaping.banyule.vic.gov.au/">https://shaping.banyule.vic.gov.au/</a></p>
Member updates	<p><b>Action 26:</b> Paul to forward information about Intersex Peer Support Australia film night, to share with minutes.</p> <p><b>Action 27:</b> Nyunkia to share Better Together Conference link.</p> <p><b>Action 28:</b> Nyunkia to share BCH update.</p>	<p><b>Complete</b></p> <p>Sent out with minutes.</p>

## 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.***

Council noted the Council resolution CO2024/77352 to commence the Rainbow Ready Clubs program, to work alongside clubs to support embedding inclusion in sport, include inclusion as a key theme in the Action Banyule Plan and revisit the use of the Banyule Diversity Statement and other key messaging in sport club facilities following club education.

Council noted the expression of interest issued to all 120 Banyule sports clubs, inviting interest to participate in the Proud to Play Rainbow Ready Sports Clubs program, and the response from 4 clubs.

Noting that inclusion is an ongoing focus, Council noted that a project plan has been developed to inform this work over a 2-4 year period.

#### Discussion

Member again noted the legal requirement, thinks it is a farce, questioning how long it will take to get clubs to meet legislative requirements. Questioned what the other 116 clubs are doing and how Council will make clubs act in an inclusive manner.

Member noted the importance of language - ensure that sexual and gender diversity is properly represented.

Member noted that it is important that clubs are promoting inclusion in the imagery used within clubs and asked by Council what they would be doing to promote this. Council noted the need to invite clubs to build knowledge and capacity before making specific claims that they provide safe and welcoming spaces through the use of imagery.

#### Action

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.

## 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***

### IDAHOBIT

Council thanked the working group for their input and participation in planning of the 2024 IDAHOBIT event. Before the event 29 portraits were submitted, plus an additional 2 after the opening. 60 people attended the opening event. There were active visitations throughout the exhibition period, including Council's social support group for older adults who enjoyed it so much they visited twice. The committee was presented with a summary of participant feedback, which included:

#### Vibe and panel

- Loved the rainbow stairs
- Loved community presence
- Panel brought diverse and unique perspectives and experiences

#### Speeches

- First speaker content and language not inclusive of many trans and gender diverse experiences
- Councillors please be careful to not diminish or dismiss the importance of pronouns or LGBTIQ+ voices

#### Exhibition space and set up

- Room was noisy and echoey
- Chairs were not very accessible
- Disappointed there was no alcohol at an exhibition opening

#### Guests

- Glad so many Councillors came
- Councillors heart in the right place, appreciate their willingness to learn and turn up
- Wonderful to see so many of the artists attend with friends and family, or even solo

The committee was invited to provide additional feedback on IDAHOBIT.

### Discussion

Committee observation that other exhibition pieces (not portraits) did not represent all inclusion. The key notes were mostly inclusive however there was no intersex speaker.

Member observed the 'quirky facts' that were a part of artwork descriptors were not reflective of what people who submitted artworks wanted shared about their portrait.

Feedback from several members and other exhibition attendees requested that seating options be included for opening events.

The inclusion of other artwork within the exhibition was questioned, with some feeling this was not appropriate.

### Action

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.

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

Council reported on the expression of interest sent to Banyule traders associations for the delivery of the 2025 Midsumma Festival event in Banyule. The EOI asked for a napkin pitch of an event idea. Two expressions of interest were received, one from Greensborough Chamber of Commerce and the other from Eaglemont Village Traders Association.

As the Montmorency Traders Association was not one of the applicants, the committee noted and thanked them for the valued 5 years of events they ran for the benefit of the community.

The committee was invited to consider both EOI responses and suggest to Council the EOI that was of most interest to the community.

### Discussion

Committee members noted that one of the applications didn't reference the LGBTIQA+ community and Wurundjeri until the final section of the EOI and felt this might represent an afterthought.

One member commented that one of the locations might not be the right fit at this time due to its size.

The committee appreciated that an applicant had already asked Council tough questions about the expectations of the event, and still put in an expression of interest.

A member commented that events should be focused on 'community not commerce!'

A member expressed support for the opportunity to reach a larger audience in a larger activity centre to challenge perceptions that the community may have about people in the LGBTIQA+ community.

Members requested that contact be made with Eaglemont Village to express gratitude for the application.

Members agreed to proceed with the application from the Greensborough Chamber of Commerce.

### Action

Action 4: Council to consider working with Greensborough Chamber of Commerce for the 2025 Midsumma Festival event.

Action 5: Council to consider acknowledging the efforts of the Eaglemont Village Traders Association and encouraging them to keep in contact for future opportunities.

## 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.***

Council reported on the report on the memorial project presented at Council Briefing on 17 June. The committee was offered an update.

### Discussion

Councillor briefing reflections - several Councillors were on approved leave. Joseph noted the invitation to Councillor's to make a further comment on their return. Cr Champion suggested the committee should progress to the next steps.

Committee members noted that the language used to describe the project had shifted from oppression to discrimination. – can this be adjusted as oppression provides a greater insight into experiences?

Council has had positive conversations with Rainbow Local Government and the proposal had interest from the Star Observer.

Next steps: A much more detailed proposal will be developed which will include the location and materials, costs, it will allow for ideas to be refined, including language specificity and will include further development and strengthening of partnerships with neighbouring Local Government areas and Rainbow Local Government.

### Actions

Action 6: Council to adopt the term oppression (as opposed to discrimination) when referring to the project in the future.

Action 7: The working group will be re-convened to progress to the next stage, including the development of a detailed proposal for funding consideration.

## a. LGBTIQA+ Safe Places to meet in Banyule

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

- Update from working group.

- See *Briefing paper* for the proposed model. The working group has secured the commitment from JETS Studio and Greenhills Neighbourhood House to test the model and will iterate based on feedback.

## Discussion

In reviewing the principles shared, Paul requested that 'safe' should be included too.

Designing for Diversity has been used to develop a model that will be tested at Jets Studio and Greenhills Neighbourhood House.

The committee enquired as to how Bellfield Community Hub measures up against these principles and models. It has been a wonderful meeting space for Golden Rainbow.

A committee member visited Greenhills Neighbourhood House and felt that it would be a great space to test the model as it already showed signs of inclusion and a sense of being a welcome and safe space.

Committee members enquired as to the inclusiveness of Council's major facilities such as ILCH and WaterMarc and suggested that these buildings could be considered for future Designing for Diversity assessments.

## Action:

Action 8: Bellfield Community Hub to be assessed against the principles.

Action 9: Council to share Designing for Diversity guide to the committee.

## b. 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.***

The committee noted a key process towards addressing barriers to inclusion related to family violence, gender equity and mental health.

The Banyule Nillumbik Family Violence Network addresses LGBTIQ+ issues, attended by Victorian State Coordinator for the LGBT Domestic Violence Awareness Foundation.

Women's Health in the North, as part of the Building Respectful Communities Strategy, provided Zoe Belle Gender Collective training.

Our Watch is partnering with Rainbow Health to develop a guide for the primary prevention of gendered violence in the LGBTIQ+ community.

## Discussion

Committee noted that the Victorian Anti-Violence Project included an Intersex advocate and future prevention guides would benefit from intersex voices.

Michelle shared information regarding 'We Deserve' resources developed by Transgender Victoria which would be useful in further building awareness in the sector.

## Action

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 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.

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

No update for this meeting. This work will re-commence in the 2024-2025 financial year.

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

Michelle, as a representative of the working group, provided an update on the Golden Rainbow group, including the special event for Pride month: Coming Back Out Ball movie, 27 June, 12:30-3:30pm to be held at Greenhills Neighbourhood House. Council's Community Connections team will support monthly catch ups from July-December 2024.

## Discussion



Committee members commented on the positive connections and sharing of similar stories through the Golden Rainbow catch ups.

Golden Rainbow now has a Facebook group that people could join:

<https://www.facebook.com/groups/764257519238887> (Golden Rainbow - LGBTI elders) to continue connection with people they have met through catch ups and events.

### 3. Committee achievements and recommendations

Council provided members with a summary of the past 4 years of committee meeting discussions, actions and recommendations.

Key themes that emerged included:

1. Protecting human rights
2. Intersectionality and inclusion
3. Inclusive and accessible services and community
4. Connection and culture
5. Data, research and evidence

Members were thanked for their valued and tireless contributions throughout the committee term.

#### Discussion

Committee members participated in the Better Together conference and shared the positive sentiment from other participants (non-Banyule residents) about the work of Banyule City Council.

Discussion regarding the ABS standards and encouragement that Council simply implement the standard.

Fantastic experience to be involved in the committee. Have found the experience to be extraordinarily supportive and grateful to both Council officers and Councillors for their ongoing support.

### 4. Committee future

The LGBTIQ+ Committee will be dissolved in September 2024, in preparation for Council's General Elections. In December 2024, the new Council will receive a paper proposing the re-establishment of committees.

The committee was made aware that the re-establishment of any committees and their structure/focus will be decided by Councillors after the General Election.

The committee was provided copies of the draft *Committee Policy and Code of Conduct*, emailed out with the meeting agenda and invited to provide comment at the August meeting.

#### Discussion

Celebration to occur at the next meeting to recognise the end of the committee term and all the achievements which have occurred over the term.

In reviewing Council's committees and the terms of reference, it is noted that there is a lot of repetition across all the committees, so a draft committee policy has been developed. This will include some consistent Terms of Reference.

The committee unanimously agreed that the committees should be re-established.

The committee discussed the letter received from the CEO, responding to the recommendation to raise the Intersex Inclusive Progress Pride flag. It was suggested Council should consider installing another flag pole to enable the Intersex Inclusive Progress Pride flag to be consistently flown.

Inclusion in Sport working group requested an invitation to the next meeting.

#### Action

Action 12: Inclusion in Sport working group to be re-convened before the next meeting.

Action 13: Memorial in the North working group to be re-convened before the next meeting.

## **4. Updates on previous Committee consultations (7:00 – 7:05pm)**

Council provided feedback loop from Council officers responsible for the Public Realm Framework and Housing Discussion Paper.

## **5. Other business**

No other business noted.

## **6. Member updates**

A few members attended the film screening of Good Housekeeping which provided further informal connections that were greatly appreciated.

Reflection from members who attended the Volunteer Celebration in May. Members enjoyed the evening and recognised that pitching the entertainment to suit everyone was quite difficult, and it was more suited to an older crowd.

## **7. Close and date of next meeting**

Meeting closed 7.20pm

Next meeting August 15, 2024 at Greensborough.