



# Minutes Banyule LGBTIQA+ Committee

5 October 2023

## Meeting details

|                          |  |
|--------------------------|--|
| <b>Date of meeting</b>   | Thursday, 5 October 2023                                       |
| <b>Time</b>              | 5.30- 7.30pm   |
| <b>Venue</b>             | Ivanhoe Library and Cultural Hub                               |
| <b>Chair/Facilitator</b> | Cr Alison Champion (5.30pm-7pm) Cr Peter Castaldo (7pm-7.25pm) |
| <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 Chair (5.30pm-7pm)                  |
| Cr Peter Castaldo    | Committee Co-Chair (7pm-7.25pm)               |
| Michelle McNamara    | Transgender Vic; GLBTIQ Multicultural Council |
| Paul Bryne-Moroney   | Community Member                              |
| Nathan S             | Community Member                              |
| David Landis-Morse   | Community Member                              |
| Ilias Katis          | Community Member                              |
| Morganne Blackburn   | Community Member - online                     |
| Deb Anthony          | Clinical psychologist and community member    |
| Jet Hayes            | Community member- online                      |

## Council officers

| <b>Attendee name</b> | <b>Affiliation/Organisation</b>             |
|----------------------|---|
| Jo Wilson            | Manager Resilient and Connected Communities |
| Sherryn Prinzi       | Coordinator Community Impact                |

## Apologies

| Name                | Affiliation/Organisation         |
|---------------------|----------------------------------|
| Susannah Walker     | Community Member                 |
| Lara Hunter         | Community Member                 |
| Fleassy Malay       | Community Member/ Mother Tongue  |
| Tommy Christopoulos | Banyule Community Health Service |
| Richard Peterson    | Community Member                 |

## Items

### 1. Introduction 5.30-5.40pm

- Acknowledgement of traditional custodians and Diversity Statement were read by Councillor Champion.
- Committee notified of the membership review outcomes which included the resignation of Lucie and Will's membership not being renewed. Announced new member Susannah Walker, who will join the next meeting.

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

| Agenda Item   | Action Arising  | Progress     |
|---|---|--------------|
| Sherryn to contact David to discuss options for installation of a permanent Rainbow Walk in Banyule   | Nil   | Not complete |
| Sherryn to link Emma Butterworth to Fleassy to discuss co-housing principles.   | Email sent 11 August to connect Emma and Fleassy  | Complete     |
| Sherryn to advocate to DFFH and Office for Disability for the need for emergency accommodation for people with disability experiencing family violence. | Email sent to Felix Neighbour DFFH 11 August. Matter referred to Office for Disability. | Complete     |
| Provide definition of medium income range for committee   | Nil   | Not complete |
| Committee members encourage to complete Housing Strategy survey on Shaping Banyule. Sherryn to provide link in minutes.                                 | Link provided in email with minutes   | Complete     |
| Sherryn to link Nathan to Steph Neoh and Emerson Zandegu  | Nil   | Not complete |
| Sherryn to send Nathan link to Banyule Community Grants   | Email sent 10 August  | Complete     |

|   |  |          |
|---|--|----------|
| Sherryn to share Nathan's contact details with Committee and members are encouraged to make contact to offer support.   | Contact details provided in email with minutes   | Complete |
| Schedule LGBTIQ+ Inclusion in Sport as regular agenda item  | Added as committee project on agenda   | Complete |
| Consider ways to attract sports for Queers to the community   | Nil- for consideration by working group  | Ongoing  |
| Council to present Year 1 Inclusive Banyule Plan action outcomes to Council on 28 August and notes the support from the LGBTIQ+ committee for Year 2 actions.   | Report considered by Council on 28 August  | Complete |
| Council to organise Committee working groups to address Events and Celebrations; Inclusion in Sport and Memorial in the North projects and invite members to opt in to participate outside of scheduled committee meetings.                                 | Members informed of working group opportunities and invited to participate in working groups.  | Complete |
| Sherryn and Liz to bring back information from the Older Adults Rainbow Tick program about the progress and resources required to maintain accreditation.   | This matter addressed as part of this meeting  | Complete |
| Events and celebrations to be listed as a standard agenda item  |  | Complete |
| Sherryn to inform Committee of Council budget allocated to LGBTIQ+ events   |  | Complete |
| Sherryn to contact all sitting members to invite extension of membership. Should member agree to extend, Sherryn will invite members to select one of the gift options, which are to be given at end of Committee term and if 60% participation is reached. | All members who have regularly attended meetings have been invited to extend membership. One member, who has not attended since October 2022, has been emailed to thank them for their contributions and notified of end of term. Membership currently sits at 14 members. A person identified as ACE could be considered for the 15 <sup>th</sup> position. | Complete |

## Action

**Action 1:** David to contact Sherryn to discuss rainbow walk concept.

## 3. Standing Agenda Items- Committee priorities 2023-24 5.45pm- 6.45pm

### 3.1 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 eliminating discrimination and increasing participation as defined in the Equal Opportunity Act 2010 (Vic)***

Members invited to nominate for working group to progress this project. The working group will be responsible for establishing the project plan, guide the planning and delivery of activities and reporting back to the committee. Working group to meet outside committee at a time and day suitable to members, excluding weekends.

#### Action

**Action 2:** Nathan and Deb to form part of the working group and Sherryn to identify member of the Recreation and Leisure Team to participate.

### 3.2 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.***

Members invited to nominate for working group to progress this project. The working group will be responsible for establishing the project plan, guide the planning and delivery of activities and reporting back to the committee. Working group to meet outside committee at a time and day suitable to members, excluding weekends.

Upcoming events Council will acknowledge:

- International Lesbian Day 8 October
- International Pronoun Day 18 October
- ACE Week 23-28 October
- Intersex Awareness Day 26 October
- Trans Day of Remembrance 20 November
- World Aids Day 1 December

Working group will also inform the Midsumma Festival event, including Qwere Street.

#### Action

##### **Action 3:**

Paul, Nathan, Ilias and Jet are to form the working group, with Fleassy and Tommy nominated.

Sherryn to invite Fleassy and Tommy to participate in this working group.

Working group to consider Cr Champion's suggestion to plan events across the municipality.

### 3.3. 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

Working group members are Richard, Paul and Fleassy, supported by Sherryn.

The draft Feasibility Report has been sent to working group members for comment. Anticipate finalising by end of October and bring back to Committee for consideration in November, before presenting to Council for consideration. At this point the opportunity seems to indicate a plaque or public art installation as the most feasible options.

Noted the practicality of including the intersex stats in this memorial. Noted the Pride Centre has contacted Banyule and is very supportive – recommendation to look at Ford Park, Bellfield. Once committee has looked at options then discuss with Pride Centre.

Spoken to colleagues from Yarra Council as they have implemented a memorial – seeking learnings.

Heidelberg Traders Association have had some conversations re art activation – modern art installation – may be able to link into this opportunity.

## Action

**Action 4:** David to contact Sherryn to discuss options available through the Heidelberg Traders Association.

**Action 5:** Sherryn to resend Paul the draft options paper and convene a working group discussion.

## 3.4 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

Members invited to nominate for working group to progress this project. The working group will be responsible for establishing the project plan, guide the planning and delivery of activities and reporting back to the committee. Working group to meet outside committee at a time and day suitable to members, excluding weekends.

Noted that the Bellfield Community Hubs' Older Adults Social Support space is being considered for weekend use by the LGBTIQ+ community. Alphabet Soup may be looking for a new space to meet, and Banyule Community Health (as Auspice) will follow up to see if there is interest.

## Action

Action 6:

Deb, Ilias, David are to form the working group, with Lara nominated.

Sherryn to follow up with Lara to invite her participation.

## 3.5 Other Inclusive Banyule actions

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

### Discussion

Sherryn noted that a working group has been established, consisting of Michelle, Richard and Susannah. Additional members are welcome to join. Vals Café has supported Council to get the word out to community. Banyule Community Health is keen to support this project.

Working group to establish the pilot model in preparation for launch in February 2024.

## Action

Action 7: Sherryn to establish working group dates and support meetings to be convened.

***Inclusive Banyule action 5.4: We will maintain Rainbow Tick Accreditation for our Older Adults support programs.***

### Discussion

Community Impact Team spoke with the Aged Care Services Coordinator about the Rainbow Tick accreditation and the potential to include other Banyule services. Noted the process is intensive but documentation is already in place.

Noted that the Rainbow Tick process does not include the Intersex community. Applying a Yellow Tick, which presents the Intersex community might be a good value add option to consider between accreditation periods.

## Action:

Action 8: Sherryn to discuss the option of applying the rainbow tick with other business areas within Council.

Action 9: Sherryn to present the Yellow Tick information to the Aged Care Services Coordinator for considerations.

Action 10: Paul to provide Sherryn with information on accredited Yellow Tick persons.

***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.***

Refer to update in Committee Briefing paper on sources of data used to inform gender-based impact assessments at Council. Committee invited to share other data sources useful to progress research via email to Sherryn.

## Discussion

Sherryn discussed the requirement to develop a new Municipal Public Health and Wellbeing Plan over the coming year, and this plan must align with the newly released Victorian Public Health and Wellbeing Plan priorities.

Council have identified that more nuanced public health information is required to make informed decisions on how to support communities with poorer health equity outcomes. Council are seeking to gather information specific to health outcomes for the LGBTIQ+ community, so that this information can be used to inform the development of our new plan.

Noted Michelle working on a new transgender health report that can be used by Council, but not publicly available.

Noted that the ABS Mental Health of Australians report was released on 5 October and is a source of information.

Noted that Intersex community health is not picked up by Census, despite 1.7-2.2% identifying as Intersex. Noted that Council's Municipal Public Health and Wellbeing Plan should take steps to recognise the needs of Intersex people.

The recently published "Fuelling Hate: Abuse, Harassment, Vilification and Violence Against Trans People in Australia" report produced by the Victorian Pride Lobby was tabled by Deb. Deb noted key statistics contained within the report that causes great concern. These include 9 in 10 of all survey participants witnesses online anti-trans hate; 1 in 2 trans survey participants experienced ant-trans hate; and 1 in 10 trans survey participants experienced ant-trans violence.

It was noted that within Banyule, social media posts contain content that constitutes vilification, with the Qwere Street Facebook posts cited as an example. It was noted this content was not taken down immediately and this is not ok.

Michelle noted that the Victorian Government is consulting on strengthening the Racial and Religious Tolerance Act 2001 (Vic) as a result of the finding that the law does not do enough to prevent or address vilification. Michelle suggested Council could consider a submission, noting the impact on LGBTIQ+ community of comments in social media associated with Council and Council funded events re LGBTIQ+ status.

## Action

**Action 11:** Michelle to share new Transgender report with Sherryn that focuses on trans health.

**Action 12:** Council to consider making a submission as part of stage 3 – civil anti vilification protections before 16 October.

## Recommendation

**Recommendation 1:** 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.

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

Sherryn reported on work being undertaken to update data collection methods in Council's surveys and customer management systems.

## Discussion

Council seeks to explore how the ABS standard can be applied to Banyule data collection processes as a means of improving our understanding of our LGBTIQ+ communities.

Council have developed a demographic data report to inform Gender Impact Assessments and the shortfalls in data from the ABS have inhibited our understanding of gender and sex characteristics nuances.

Committee discussed how people are invited to identify and the rationale for asking people to identify by title- eg. Mr/ Mrs/ Ms etc. Noted that it is not necessary to ask this question and there is not an option to identify as non.

#### Action

Action 13: Sherryn to identify sources to determine LGBTIQ+ population in Victoria and send to Michelle.

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

#### Discussion

Sherryn report the project on hold until February 2024.

## 4. Other Business 6.45pm to 7.15pm

### 4.1 Action item from Inclusive Banyule Advisory Committee 2 August, 2023 for consideration and discussion:

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

Context: The Department of Education presented information on mental health supports to school students who identify as LGBTIQ+ following matter being raised by LGBTIQ+ Committee. It was noted that there are community sentiments resisting school-based supports being offered. The Inclusive Banyule Advisory Committee seek further information to understand options for next steps.

#### Discussion

Committee curious about how Safe Schools program is supporting gender questioning children.

Noted previous committee comments that young people did not feel safe to identify at school to teaching staff at school.

Ideas discussed include Rainbow Space being promoted within schools, providing Wellbeing Coordinators with resources that support linking students to the right support services. Michelle has knowledge of appropriate resources. Once the Banyule Rainbow safe meeting space is established, invite groups including parents of gender questions students to form and to meet there. Students and families could be invited to join the Pride March with Banyule in 2024.

Noted that Council is working on addressing gender stereotypes as part of the 16 Days of Activism project, with a focus on early childhood services. Ilias suggested a gender stereotype lens could be applied to Council too.

#### Action:

Action 14: Michelle to send Sherryn resources for gender questioning children and their parents.

***The following agenda items were tabled for discussion without presentations.***

### 4.2 Resilient and Safe Banyule Framework consultation

#### Discussion

The Resilient and Safe Framework is designed to be a roadmap for Council to help make our community stronger and safer. It will focus on things like keeping people healthy, bringing folks together, and being ready for challenges.

The Committee were informed of the five focus areas: Health and wellbeing, social inclusion and connection, strong and dynamic local economy, sustainable natural and built environment and communication, information and education.

Committee noted the need to strengthen reference to vilification and discrimination and the impacts of major development, particularly on lower SEIFA communities. Noted some communities are more resilient than others, and that social posts are a good way of assessing level of resilience.



## Action

**Action 15:** Members asked to complete the survey online to provide feedback <https://shaping.banyule.vic.gov.au/ResilientBanyule> and consider attending the workshop on Wednesday 11<sup>th</sup> October.

### 4.3 Banyule Gambling Policy review consultation

#### Discussion

The new Gambling Policy will be out for public consultation from 16 October. Council asks to use the Shaping Banyule survey platform to access the policy and provide feedback.

Committee noted that the State Government Gambling reforms are a step in the right direction eg. Closing between 4am and 10am. Jo mention Council's advocacy efforts to extend closing hours.

#### Action

Action 16: Members asked to complete the survey online to provide feedback after 16 October. Sherryn to send survey link.

### 4.4 Banyule Volunteer Policy consultation

#### Discussion

Council has drafted a new volunteer policy. The policy includes population and advisory committees. As a courtesy, the committee is invited to review the new policy and provide comment to [laura.cattapan@banyule.vic.gov.au](mailto:laura.cattapan@banyule.vic.gov.au).

## 5. Members invited to share updates 7.15pm to 7.25pm

#### Discussion

**Banyule Community Health Service** updates:

**The Progress Pride flag** has been raised permanently @ our West Heidelberg site since a special event on 25<sup>th</sup> August, **Wear it Purple Day**. This initiative was put forward by our staff & community members of the Rainbow Shapers and Shakers, who feel strongly that Banyule Community Health is putting in the work to embed safety, inclusion and a welcoming service for all members of the LGBTIQ+ community.

Auspice arrangement with Alphabet Soup so that AS can apply for grants etc

**Regular meetings with Alphabet Soup** (ASH) to discuss a variety of issues and explore possible collaborations eg Reclaim the Night and Malahang Festival. BCHS now acting as the auspice for Alphabet Soup.

Further updates to be included with the minutes.

#### Action

Action 17: Nathan to contact Lara to enquire about Alphabet Soup.

## 6. Close and date of next meeting 7.25pm

Thursday 16<sup>th</sup> November 5.30- 7.30pm, Greensborough – 1 Flintoff Street, Level 4.