

Minutes

Inclusion and Diversity Advisory Group

Thursday 16 January 2025

The Minutes were accepted at the Inclusion and Diversity Advisory Group held on _____

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1 OPENING AND ACKNOWLEDGEMENT OF COUNTRY

The Presiding Member, Cr Nat Latter opened the meeting and delivered the Acknowledgement of Country.

Noongar Language

Ngalla City of Bayswater kaatanginy baalapa Noongar Boodja baaranginy, Wadjuk moort Noongar moort, boordiar's koora koora, boordiar's ye yay ba boordiar's boordawyn wah.

English Language Interpretation

We acknowledge the Traditional Custodians of the Land, the Whadjuk people of the Noongar Nation, and pay our respects to Elders past, present and emerging.

2 ATTENDANCE

Members

Cr Nat Latter
Fiorda Kule
Kate Lilly
Linda Vettoor
Shaun McKenzie

Chairperson

Officers

Bianca Sandri
Helen Smith
Melissa Dias
Stephanie Barrett

Director Community Services
Manager Community Development
Coordinator Community Development
Acting Coordinator Executive Services

Leave of Absence

Cr Elli Petersen-Pik

Deputy Mayor

Apologies

Danuta Palysz
Sarah Wiley

3 DISCLOSURE OF INTEREST SUMMARY

In accordance with section 5.65 of the *Local Government Act 1995*:

A member who has an interest in any matter to be discussed at a Council or Committee meeting that will be attended by the member must disclose the nature of the interest -

- (a) in a written notice given to the CEO before the meeting; or
- (b) at the meeting immediately before the matter is discussed.

4 TERMS OF REFERENCE

Purpose

The purpose of the Inclusion and Diversity Advisory Group is to focus on promoting equality and equal opportunity for people from culturally and linguistically diverse backgrounds and people who identify as LGBTQIA+ accessing and utilising the City's services and programs.

Membership

Two Elected Members as appointed by Council.

Three staff members, including the Director Community Services, Manager Community Development and Coordinator Community Development.

Up to 10 Community Members, who will be selected by the Elected Members and Staff Members who are members of the group. Community members must reside in the City of Bayswater, or represent a service provider or organisation within the City of Bayswater and meet one or more of the following criteria:

- Identify as LGBTQIA+; or be able to contribute expertise or advice on matters relating to LGBTQIA+.

Identify as being from a culturally and linguistically diverse background or be able to contribute expertise or advice on matters relating to culturally and linguistically diverse backgrounds.

Members will be appointed for a two-year term in line with the local government elections.

If a member fails to attend three consecutive meetings of the group, their appointment shall be automatically terminated unless leave of absence has been granted.

Members must abide by the *City of Bayswater Code of Conduct for Council Members, Committee Members and Candidates*.

Chairperson

The Advisory Group members are to elect a Chairperson and Deputy Chairperson at the first meeting, both of whom must be an Elected Member of Council. The Chairperson will preside at all meetings.

In the absence of the Chairperson, the Deputy Chairperson will assume the Chair, and in their absence, a person is to be elected by the Advisory Group present to assume the Chair.

The Chairperson is responsible for the proper conduct of the Advisory Group.

Delegated Authority

This group performs an advisory function and does not have any delegated authority.

Meetings

The Group shall meet no more than quarterly at the City of Bayswater Civic Centre.

Relevant staff members and guests may be invited to the meetings at the Chairpersons' discretion.

Administration

Notification of the meeting will be provided at least a fortnight prior to the meeting date. An agenda shall be provided to members one week before the meeting.

Minutes of the meeting will be provided to all members, and all City Councillors, within 14 calendar days following the meeting date.

Liaison Officer - Director Community Services.

5 CONFIRMATION OF MINUTES

The Minutes of the Inclusion and Diversity Advisory Group held on 10 October 2024 be accepted.

Fiorda Kule Moved, Shaun McKenzie Seconded

CARRIED UNANIMOUSLY

6 ITEMS FOR DISCUSSION

Nil.

7 CITY UPDATES**7.1 Access and Inclusion Plan – Update**

The City of Bayswater is currently undertaking community engagement to develop the new Access and Inclusion Plan (AIP). To ensure a robust stakeholder engagement process, the consultation period has been extended and will now close at 5pm, 3 March 2025. Copies of the AIP were provided in the Agenda at Attachments 7.1.1 and 7.1.2.

The new AIP will be submitted to the Department of Communities by 30 June 2025.

Discussion:

The Coordinator Community Development provided an overview of the AIP stakeholder engagement process.

Four different Focus Groups have been scheduled during the month of February (refer to flyer below):

- People with Disability
- Culturally and Linguistically Diverse
- LGBTQIA+
- All Welcome.

The suggestion made at the October 2024 meeting to offer an incentive to participants was taken on board. Survey participants can go in the draw to win one of three \$50 gift vouchers, and all focus group attendees will be given a \$50 gift card for their time.

Action: Coordinator Community Development to provide the IDAG members with the format for the Access and Inclusion Plan Focus Groups.

7.2 City of Bayswater Budget Planning

At the November 2024 meeting, members of the Inclusion and Diversity Advisory Group were encouraged to provide proposed budget items for discussion and consideration as part of the City of Bayswater 2025/26 budget process.

Discussion:

Director Community Services advised that the City uses an integrated budgeting process which considers the Strategic Community Plan and Corporate Business Plan to provide overarching objectives. Officers start from a zero-dollar base and then add requests for funding. Service levels should stay the same unless the area has been identified for adjustment.

The Director advised that a broad understanding and awareness across the organisation of Access and Inclusion was a priority for the City. This can be more impactful than allocating additional budget to Access and Inclusion. For example, an audit of the hydrotherapy pool was carried out and has resulted in funding being set aside to improve access and inclusion in the hydrotherapy pool in future.

The City is planning to combine all non-legislative plans into a Social Strategy, subject to Council approval.

The City has appointed a new Community Development Officer – Cultural Arts who will be commencing early February.

Council approved the installation of an additional flagpole at the Civic Centre which will be used to fly the Pride flag, in addition to other flags throughout the year. Councillor Nat Latter brought the matter back to Council in November 2024 when it was approved. The Group congratulated Councillor Latter on her efforts. Works will commence once the budget has formally been approved by Council.

7.3 Progress Report - Inclusion and Diversity

An update on Inclusion and Diversity projects/initiatives that have been completed by the City and delivered between 1 September - 30 November 2024, was provided for noting (refer Attachment 7.3.1).

Discussion:

The City has recently installed gender inclusive changerooms at the Upper Hillcrest Reserve and at Crimea Park, home of the Morley Eagles Baseball Club.

Most of the City's new facilities will now include gender neutral/accessible toilets. Older facilities will be looked at via asset renewals and upgraded periodically over the coming decades.

It was noted that male changerooms do not usually include doors to the showers. This was the case at Bayswater Waves and doors are now on order. Shower screens have been installed in the interim.

The group also discussed the availability of funding for events. The Director Community Services advised how the City determines budgets for events through the annual budgeting process. Signature events are usually partly funded by external funding applications.

Councillors can request through the budget process that funding be made available for specific events, however this would usually require funding in another area to be decreased.

The group expressed that they would like to see the City produce its own brochure of PrideFEST events, as it has done in the past. The group also requested that consideration to be given to planning LGBTQIA+ events outside of Pride month (November), eg March/April.

Action:

1. The progress report was noted by the Group
2. City to investigate grant funding opportunities for CaLD events and PrideFEST events outside of November.

8 GENERAL BUSINESS

8.1 CaLD Community

Morley is celebrated as being a hub for culturally diverse food. It was suggested that the City could consider partnering with Coventry Village. 'Feed Me Morley' food tours are run by the City's Property and Economic Development Team and could be a great opportunity for the CaLD community to become involved. Food can bring people together and encourage conversations about diverse cultures.

The CaLD community is the largest demographic of City. The group would like to see improvements, particularly on the City's website and social media channels to capture the interest of CaLD community members. In terms of events around the multicultural community, the City aims to about trying to get into the community to encourage them to come.

The Morley Community Centre is very multicultural and would be a good venue for a morning tea/information session, additional public art, exploring the City's murals etc.

Action:

1. The Director Community Services to investigate opportunities for the City to deliver Storytime in different languages
2. The City's Community Development Officer – Cultural Arts to consider events and public art to reflect the cultural diversity within the City of Bayswater.

8.2 Inclusion and Diversity Advisory Group Membership

It was noted that the IDAG agenda can often focus more on matters relating to LGBTQIA+, rather than CaLD issues. There was discussion around whether it would be beneficial for there to be separate groups to progress matters. The group was advised that from an administrative point of view, it would be difficult to have separate groups.

The Access and Inclusion Plan is being expanded to cover people with disability, LGBTQIA+ and CaLD community members. As part of the last election cycle, Council separated the advisory groups into two (IDAG and DAG). Currently, the administration required for advisory groups is extensive and separating the group would require additional resourcing by the City.

It was requested that when promoting events, such as PrideFEST, that the City encourages all community members to attend

Members are encouraged to submit items through the Community Development Team, for consideration on the next agenda.

Action:

1. The City to ensure that events are promoted to the whole community (eg an inclusivity statement to be included on all City grants for community events).
2. Consideration to be given to including more multicultural agenda items on the IDAG agendas.

9 NEXT MEETING

The next meeting of the Inclusion and Diversity Advisory Group will take place in the Committee Room, Civic Centre 61 Broun Avenue, Morley, on Thursday, 17 April 2025 commencing at 6.30pm.

10 CLOSURE 7.33pm