

# Agenda

## Inclusion and Diversity Advisory Group

**Thursday 11 April 2024**

The next Inclusion and Diversity Advisory Group will take place in the Committee Room, City of Bayswater Civic Centre, 61 Broun Avenue, Morley on **Thursday 11 April 2024**, commencing at **6:30 pm**.

**4 April 2024**

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<b>1</b>	<b>ELECTION OF CHAIRPERSON .....</b>	<b>3</b>
<b>2</b>	<b>OFFICIAL OPENING .....</b>	<b>3</b>
<b>3</b>	<b>ACKNOWLEDGEMENT OF COUNTRY .....</b>	<b>3</b>
<b>4</b>	<b>ATTENDANCE .....</b>	<b>3</b>
	<b>4.2 Apologies .....</b>	<b>4</b>
	<b>4.3 Approved Leave Of Absence .....</b>	<b>4</b>
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<b>6</b>	<b>TERMS OF REFERENCE .....</b>	<b>4</b>
<b>7</b>	<b>CONFIRMATION OF MINUTES .....</b>	<b>5</b>
<b>8</b>	<b>GENERAL BUSINESS .....</b>	<b>5</b>
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- 1 ELECTION OF CHAIRPERSON
- 2 OFFICIAL OPENING
- 3 ACKNOWLEDGEMENT OF COUNTRY

The Presiding Member will deliver 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.*

- 4 ATTENDANCE

**Members**

Cr Elli Petersen-Pik	Deputy Mayor
Cr Nat Latter	
Fiorda Kule	
Shaun McKenzie	
Linda Vettoor	
Colleen Harris	
Danuta Palysz	
Sarah Wiley	
Kate Lilly	

**Non-Voting Members**

Bianca Sandri	Director Community Services
Julie-Ann Gray	Manager Community Development

**Officers**

Melissa Dias	Coordinator Community Development
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**Observers**

**Leave of Absence**

Nil.

**4.2 Apologies**

Nil.

**4.3 Approved Leave of Absence**

Nil.

**5 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.

**6 TERMS OF REFERENCE**

## **TERMS OF REFERENCE**

### **Inclusion and Diversity Advisory Group**

**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 Chairperson's 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.

The Committee to review their terms of reference and recommend any changes that are considered necessary.

## 7 CONFIRMATION OF MINUTES

Nil.

## 8 GENERAL BUSINESS

### 8.1 Group Discussion

#### 1. Introductions

Group members to introduce themselves and their reasons for nominating on the group.

## **2. Group Discussion**

- (a) Facilitated discussion for group members to share their aims and/or ideas to contribute to the group's purpose, and to offer guidance to the City on issues impacting people from diverse backgrounds, and people who identify as LGBTQIA+. These are to be prioritised by the group for future focus and planning.
- (b) Group to consider the timing and meeting occurrence for the year as per the Terms of Reference
- (c) The group will also provide advice on the development and implementation of the City's Access and Inclusion Plan, see link [here](#).

## **3. Code of Conduct**

As per the resolution of Council. The City will provide an overview of the City's Code of Conduct 2023, see link [here](#).

## **4. Draft Terms of Reference**

Group to review draft Inclusion and Diversity Advisory Group Draft Terms of Reference, provide feedback on any changes, as per Council resolution.

## **5. City Updates**

A variety of events and activities were delivered within the City of Bayswater during this reporting period, including:

- (a) PrideFEST 2023. See **Attachment 1**.
- (b) Harmony Week 2024.
- (c) English Conversation Group update.
- (d) Access and Inclusion Plan renewal engagement.

## **6. Payment for Independent Members**

As per Council Policy; payments to independent members of Committees and Advisory Groups Policy ID: 4681589. Link [here](#)

## **7. Other General Business**

**Attachment 1**

## **Pride Mural Maylands Community Engagement Outcomes Report 2023**

**Pride Mural Maylands – Community Engagement**

The City of Bayswater is proud to celebrate diversity in the community, and recently sought to understand how we could best represent the LGBTQIA+ community in a new mural in Maylands.

**Background**

In 2021 and 2022 the City committed to understand how the City should priorities to support the LGBTQIA+ community. Rainbow Polls were run at various PrideFEST events and online. The outcome from the 2021 poll, indicated that the key areas to focus on were Education, Safety and Visibility. The 2022 poll sought to build on these themes and specifically asked, "How can we encourage conversations about LGBTQIA+ inclusion year-round?". The most popularly supported initiative was LGBTQIA Public Art and Exhibitions. This project seeks to build on this engagement outcome and the community was consulted on how we could best represent the LGBTQIA+ community in a new mural in Maylands.

The location of the new mural will be in the Maylands town centre: which is a destination for fantastic food and drinks; quirky and unique retail offerings; and has an established trail of street art amongst the historic laneways and heritage buildings.

**Community Engagement Process**

The City ran both an online and in person engagement campaign from Friday 3 November - Friday 1 December 2023. Two pop up engagement stalls were held during this time, one at the Maylands Street Festival, Saturday 11 November, Eighth Avenue, Maylands and one at Pride WA Fair Day, Sunday 12 November, Hyde Park, Perth.

The engagement process sought to ask peoples general thoughts on the project and to share their ideas for the mural – either via an image/photo (online), or a drawing (in person mural board) and descriptive words.

### **Outcomes of Community Engagement**

There was a mixture of responses for how we could best represent the LGBTQIA+ community.

Key themes included:

- Use symbolic icons such as rainbows, the different pride flags
- Imagery that includes diversity of people, ages, culture, ability, gender
- Support for the words 'Gaylands' and 'Gayswater'
- Glitter and a real disco ball
- Queer Australian icons, historical facts and local gay icons or history
- Lots of colour
- Love – no politics

A couple of very specific suggestions included:

- A mind map of inclusion – words that are frequently used to be incorporated into the mural
- A non-binary bee - like, a bee in the colours of a non-binary flag
- A biblically accurate angel but gay
- A pirate ship with different Pride flags hanging as the sails
- The inclusion of voguing and ballroom culture in the 80s and 90s
- Queer rainbow serpent (with support from Aboriginal Australians)
- Different faces up turned towards the same direction. A rainbow silhouette/shadow falling upon them (like rainbow sunlight) illuminating their features. Representing solidarity

**As far as engaging an artist, a number of responses stipulated that it would need to be created by someone in the LGBTQIA+ community.**

Other reoccurring themes, outside the scope of the mural, included:

- Rainbow crossings
- Improve visibility around the suburbs – flags, pride parade/market, keep doing drag queen story time in the library
- The creation of a precinct:
  - that could have interactive infrastructure
  - is safe for families and the LGBTQIA+ community



- which will allow for people to meet, network, share stories and in which the mural could be located.

**Next Steps**

An artist's brief will be developed incorporating the key findings from the community engagement.

Then a suitable artist will be appointed and the process of creating the mural will begin.

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<b>City of Bayswater</b> <b>Diversity and Inclusion Initiatives</b> <b>UPDATES: SEPTEMBER 2023 – FEBRUARY 2024</b>	
<b>INFORMATION</b>	<p><u>Pridefest 2023</u></p> <p>A variety of events and activities were delivered within the City of Bayswater for PrideFEST 2023 from 4 – 17 November.</p> <p>Now in its third year, the City’s PrideFEST in Bayswater program built on the success and feedback from previous events and sought to engage local businesses and LGBTQIA+ groups to deliver new initiatives. Events were held in various locations throughout the City of Bayswater, offering a mixture of light-hearted fun and education</p> <p>A new engagement initiative built on outcomes from previous community engagement undertaken. The City of Bayswater asked how the LGBTQIA+ community would like to be represented in a new mural. Having sought valuable feedback, the project is planned to continue in 2024.</p>
<b>OUTCOME</b>	<p>The City of Bayswater PrideFEST program was popular with the following attendance figures:</p> <ul style="list-style-type: none"> <li>• Drag Queen Bingo Night (163 attended);</li> <li>• Pride Picnic in the Park (15 families attended);</li> <li>• Gay Dads – coffee and conversation meet-up (7 attended);</li> <li>• Pride Fair Day (staff engaged with over 100 people);</li> <li>• Maylands Street Festival (staff engaged with over 50 people);</li> <li>• Pride Roller Derby Exhibition Game (attendance not measured);</li> <li>• Pride Young Adult Author Talk with Meg Caddy (attendance not measured);</li> <li>• Pridefest Youth Quiz (12 attended);</li> <li>• GRAI (GLBTI Rights in Ageing Inc) – Advocating and supporting older LGBTI people (10 attended); and</li> <li>• Community Engagement for a new Pride mural (attendance not measured).</li> </ul> <p><b>A note on terminology from GRAI:</b> GRAI uses the initialism LGBTI to refer to older people (50+) of diverse genders, sexualities and sex characteristics.</p>

<b>OUTCOME</b>	Given the success of the PrideFEST program, the City has requested a budget for 24/25 financial year, to allow for the program to be delivered, and expanded upon.
<b>INFORMATION</b>	<p><b><u>English Conversation Groups</u></b></p> <p>The English Conversation Groups, facilitated by volunteers at Maylands and Morley Libraries, offer individuals whose first language is not English an opportunity to practice and improve their conversation skills. Throughout this reporting period, a total of 30 sessions were conducted, engaging 260 participants (Images 3 &amp;4).</p>
<b>OUTCOME</b>	The provision of free literacy programs supports community members to enhance their English conversation skills in a safe and inclusive setting.

**Image 1:** Members of Pride Play Group at PrideFEST Picnic in Park Event.



**Image 2:** City of Bayswater staff engaging with members of the public at PrideFEST.



**Images 3 and 4:** English Conversation Group – Morley Library.



**9 NEXT MEETING**

The next meeting of the Inclusion and Diversity Advisory Group will take place in the Committee Room, City of Bayswater Civic Centre, 61 Broun Avenue, Morley on a date and time to be advised.

**10 CLOSURE**