

# Minutes

## Inclusion and Diversity Advisory Group

Thursday 17 July 2025

*The minutes were accepted at the Inclusion and Diversity Advisory Group held on \_\_\_\_\_*

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**Minutes** of the Inclusion and Diversity Advisory Group of the Bayswater City Council which took place in the Committee Room, City of Bayswater Civic Centre, 61 Broun Avenue, Morley on Thursday 17 July 2025.

## 1 OPENING AND ACKNOWLEDGEMENT OF COUNTRY

The Presiding Member open the meeting and 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.*

## 2 ATTENDANCE

### Members

Cr Nat Latter  
Cr Elli Petersen-Pik  
Fiorda Kule  
Sarah Wiley  
Shaun McKenzie

Chairperson  
Deputy Mayor

### Officers

Bianca Sandri  
Amy Tolley  
Katrina Pantelis

Director Community Services  
Community Strategy and Programs Manager  
Executive Assistant Community Services

### Observers

Mayor Filomena Piffaretti

(arrived at 6:43pm)

### Leave of Absence

Nil.

### Apologies

Linda Vettoor  
Kate Lilly  
Danuta Palysz  
Laura Bullock  
Helen Smith

### **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.

The following disclosures of interest were made at the meeting:

Nil.

## 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 17 April 2025 be accepted.

**Shaun McKenzie Moved, Fiorda Kule Seconded**

**CARRIED UNANIMOUSLY: 5/0**

**For: Shaun McKenzie, Fiorda Kule, Cr Nat Latter, Cr Elli Petersen-Pik, Deputy Mayor, Sarah Wiley.**

**Against: Nil.**

**6 ITEMS FOR DISCUSSION****6.1 Inclusive Practices in Arts and Events Programming**

The Coordinator Arts and Events presented on how Inclusion and Diversity principles are being embedded into the City's arts and events programming.

DiscussionPresentation

- Jamie Smith Introduced himself.
- The presentation focused on community engagement through the arts, highlighting key events for this financial year and how inclusive practices would be included. Key events for this financial year included:
  - STREAT, commencing with Morley
  - Pride Parade participation for City officers which is under consideration
  - Carols by the River
  - Citizenship
  - Wildcats
  - Volunteer Luncheon
  - Art awards

Action

The City to consider engaging with WALGA for Pride Parade participation with other local governments.

*At 6:43pm Mayor Filomena Piffaretti joined the meeting.*



## Acknowledgement of Country

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

The City of Bayswater acknowledges the Traditional Custodians of the  
land, the Whadjuk people of the Noongar Nation, and pays its respects to  
Elders past, present and emerging.

## How we reach our people

### How Inclusion and Diversity principles are being embedded into the City's arts and events programming.

- Make sure our events and projects are designed so everyone can participate and ensure everyone feels welcome.
- Diversity in the events program - sports/entertainment/family/cultural
- Provide safe and accessible event sites
- Programs for our community – see yourself in our programs
- Grants to fund community driven events
- City Art Collection – creating access for community to view and enjoy
- STREATS - Explore the world and celebrate our culinary cuisines and cultures

## Summer Events Program 2025/2026

Citizenships Ceremonies - ongoing

Avon Decent

Wildcats Pre-season Game

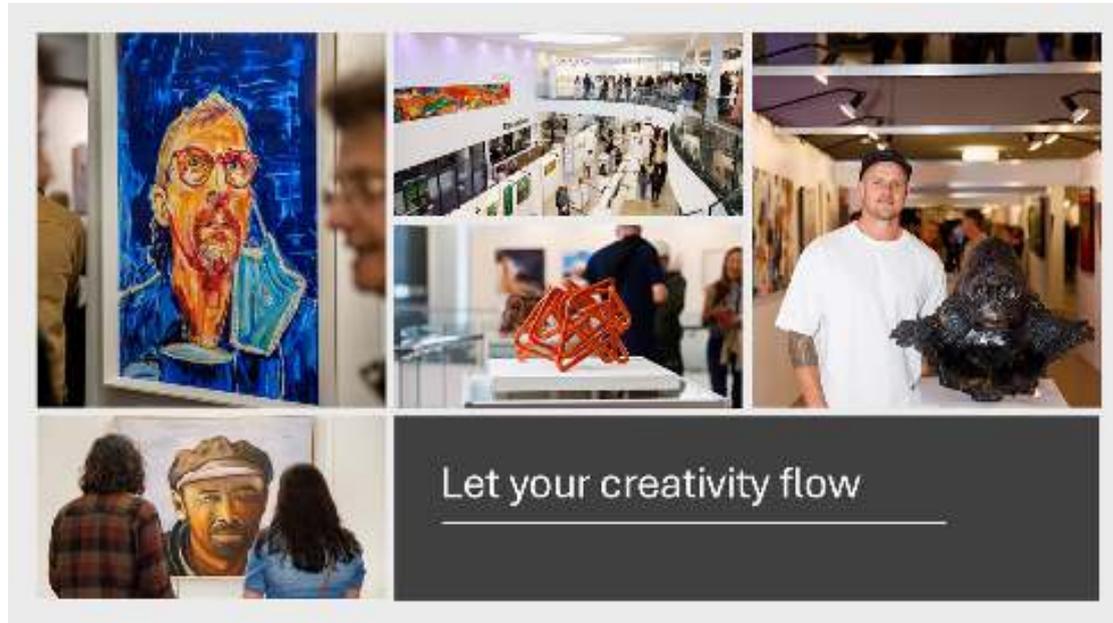
Art Awards and Exhibition

Volunteer Luncheon

Carols by the River

Australia Day Citizenships Ceremony and BBQ

STREAT





### Outdoor LIVE

- Live music and performances
- Outdoor activations in our places and spaces

### Pride 2025



- The City is currently exploring the opportunity to participate in the 2025 PrideFEST Parade for the first time - marching as an organisation.



# STREAT

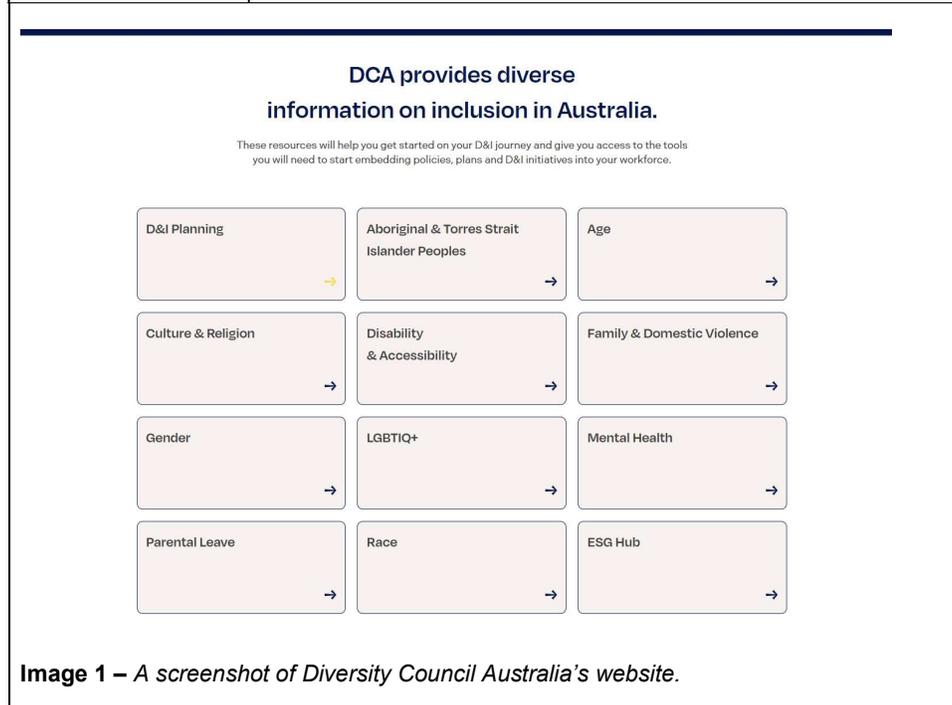
STREAT is a new event that will move across the Town Centres of  
Morley  
Noranda  
Maylands  
Bayswater

## **6.2 Information Update Report**

An update on Access and Inclusion projects/initiatives that have been completed by the City delivered from 1 March – 30 June 2025.



City of Bayswater Inclusion and Diversity INFORMATION UPDATE REPORT: MARCH 2025 – JUNE 2025	
<b>AUTHOR</b>	Community Strategy and Programs Manager
<b>BRANCH</b>	Community Development
<b>INFORMATION</b>	<p><b><u>Diversity Council Australia Membership</u></b></p> <p>The City continues its membership with Diversity Council Australia (DCA). This membership gives City staff access to a wide range of Diversity and Inclusion resources, including best-practice guidelines, planning tools, research insights, and professional development and training opportunities.</p>
<b>OUTCOME</b>	City staff are better equipped to embed inclusive practices across programs, policies, and workplace culture. The ongoing access to expert resources and training through DCA supports continuous improvement in diversity, equity, and inclusion initiatives.





City of Bayswater Inclusion and Diversity INFORMATION UPDATE REPORT: MARCH 2025 – JUNE 2025	
<b>AUTHOR</b>	Coordinator Arts and Events
<b>BRANCH</b>	Community Development
<b>INFORMATION</b>	<p><u>Harmony Week</u></p> <p>The City partnered with Morley Galleria to host a number of performances and workshops to celebrate this years' Harmony Week, by embracing all cultures through arts and music.</p> <p>Morley Galleria hosted three musical and dance performances from local groups including Chung Wah Association, Blue Lotus Egyptian drums and Nusantarian Dance Group.</p> <p>Harmony Week at Galleria also included an Origami workshop hosted by Sanny and was very well attended.</p>
<b>OUTCOME</b>	<p>Exposure to different community groups from diverse multicultural backgrounds and performances practices.</p> <p>The atmosphere on performance day was very wholesome and enjoyed by all the audience.</p>



City of Bayswater Inclusion and Diversity INFORMATION UPDATE REPORT: MARCH – JUNE 2025	
<b>AUTHOR</b>	Community Strategy and Programs Manager
<b>BRANCH</b>	Community Development
<b>INFORMATION</b>	<p><b><u>Chung Wah Community Care: Evergreen College</u></b></p> <p>Chung Wah Community Care continued to deliver the Evergreen College program for older adults at Morley Community Centre. Regular weekly activities included Mahjong, Karaoke, Chinese Calligraphy, Taichi, Cultural Dance, and Square Dance.</p>
<b>OUTCOME</b>	The program provides physical and social engagement opportunities for CaLD seniors, with most attendees primarily speaking Cantonese or Mandarin.
	<p><b>CWCC EVERGREEN COLLEGE</b> 中华长青学院 (MONDAY 每周一 11:30AM -3:30PM)</p> <p><b>Event Programme (课程表)</b> MORLEY COMMUNITY CENTRE 6A BLADES CLOSE, MORLEY</p> <ul style="list-style-type: none"> <li>11:30am -3:30pm: Mahjong (麻将)</li> <li>11:30am -3:30pm: Karaoke (卡拉OK)</li> <li>11:30am -12:30pm: Chinese Calligraphy (中国书法)</li> <li>11:30am -12:30pm: Taichi Class (太极班)</li> <li>12:30am -1:30pm: Cultural Dance Class (文化舞蹈课)</li> <li>1:30am -2:30pm: Square dance (广场舞)</li> </ul> <p>Date : 活動日期 2025: 10th, 17th, 24th, 31st of MAR (3月) 7th, 14th, 28th of APR (4月) 5th, 12th, 19th, 26th of MAY (5月) 9th, 16th, 23th, 30th of JUN (6月)</p> <p>Proudly supported by</p>
	Image 1- Evergreen College Term 2 Program.



**Image 2 – Evergreen College Tai Chi class**



<p style="text-align: center;"><b>City of Bayswater Inclusion and Diversity</b></p> <p style="text-align: center;"><b>INFORMATION UPDATE REPORT: MARCH 2025 – JUNE 2025</b></p>	
<b>AUTHOR</b>	<b>Community Development Officer Health Strategy</b>
<b>BRANCH</b>	Community Development
<b>INFORMATION</b>	<p><b><u>Chung Wah Community Care Health and Wellbeing Program</u></b></p> <p>The City, through a Department of Communities Grant, has facilitated a weekly Health and Wellbeing Program for the Chung Wah community, held every Monday. Program sessions have included:</p> <ul style="list-style-type: none"> <li>• Composting and Gardening Workshop;</li> <li>• Boost Your Wellbeing Workshop facilitated by Headspace;</li> <li>• Managing Anxiety and Understanding Emotions facilitated by an occupational therapist;</li> <li>• Cooking Demonstration with a dietician from Nutrition Works; and</li> </ul> <p>A six-week Seated Chair Yoga program, with an occupational therapist delivered in Mandarin, Cantonese and English to improve accessibility.</p>
<b>OUTCOME</b>	<p>The Chung Wah Health and Wellbeing sessions have been consistently well-attended and positively received. Providing the sessions in Mandarin and Cantonese has enhanced accessibility and cultural inclusion.</p> <p>The Seated Yoga program has experienced growing attendance and strong community engagement, highlighting the value of offering adaptable and inclusive activities that cater to varied physical abilities.</p>



**Image 1** – *Cooking demonstration.*



**Image 2** – *Seated Chair Yoga program.*



City of Bayswater Inclusion and Diversity INFORMATION UPDATE REPORT: MARCH 2025 – JUNE 2025	
<b>AUTHOR</b>	Statutory Building Manager
<b>BRANCH</b>	Environmental Health and Statutory Building
<b>INFORMATION</b>	<p><b><u>Settlement Language Pathways for Employment and Training (SLPET) Adult Migrant English Program (AMEP)</u></b></p> <p>The City recently hosted and mentored a student from the Adult Migrant English Program (AMEP) in conjunction with North Metropolitan TAFE. This work experience forms part of the Settlement Language Pathways to Employment Training (SLPET) certificate.</p> <p>The Settlement Language Pathway to Employment Training course provides refugees and migrants the opportunity to combine language learning and real-world experience in an Australian workplace.</p> <p>This provides students with experience of Australian work culture and helps develop their job seeking skills, whilst looking for work in Australia.</p>
<b>OUTCOME</b>	<p>The outcome of this engagement allowed the student to learn and experience an administrative role within Local Government.</p> <p>The program supported the student to engage and develop professionally within an Australian work environment and provided further cultural diversity within the team.</p>

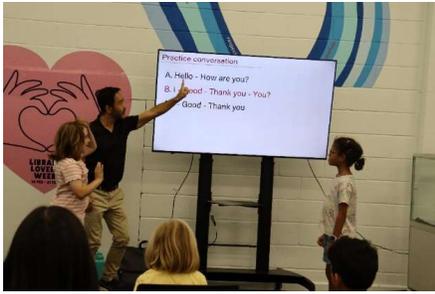




City of Bayswater Inclusion and Diversity INFORMATION UPDATE REPORT: MARCH 2025 – JUNE 2025	
<b>AUTHOR</b>	Library Services Manager
<b>BRANCH</b>	Community Development
<b>INFORMATION</b>	<p><b><u>English Conversation Groups</u></b></p> <p>The English Conversation Groups, facilitated by volunteers at Maylands and Morley Libraries, provided individuals whose first language is not English with valuable opportunities to practice and enhance their conversation skills. During this reporting period, a total of 29 sessions were conducted, engaging 295 participants. These groups served as a platform for individuals to refine their conversational abilities, contributing to the cultivation of an inclusive environment.</p>
<b>OUTCOME</b>	The provision of free literacy programs empowers community members to enhance their skills in a secure and inviting setting. As a result, participants experience a greater sense of belonging and connection within their community, fostering a supportive atmosphere that encourages lifelong learning and social engagement.
	
<p><b>Image 1 – English Conversation Group at Morley Library.</b></p>	



City of Bayswater Inclusion and Diversity INFORMATION UPDATE REPORT: MARCH – JUNE 2025	
<b>AUTHOR</b>	Library and Community Centre Manager
<b>BRANCH</b>	Community Development
<b>INFORMATION</b>	<p><b><u>Harmony Week - Auslan Workshop</u></b></p> <p>Bayswater Library held a beginner Auslan workshop for children aged 5–12 during Harmony Week on Thursday, 20 March 2025. The session was presented by Nobuo Hara, a deaf Auslan instructor. Children learned how to sign different animals in this interactive session.</p>
<b>OUTCOME</b>	A total of 18 children and 10 adults participated in the session and particularly enjoyed the interactive elements.
	 <p><b>Image 1 – Nobuo Hara introducing Auslan to a group of children and adults.</b></p>
	 <p><b>Image 2 – Children practising the Auslan sign for “cow”.</b></p>

City of Bayswater Inclusion and Diversity INFORMATION UPDATE REPORT: MARCH – JUNE 2025	
<b>AUTHOR</b>	Library Services Manager
<b>BRANCH</b>	Community Development
<b>INFORMATION</b>	<p><b><u>April School Holidays - Auslan Workshops</u></b></p> <p>Bayswater, Maylands, and Morley Libraries each hosted beginner Auslan workshops for children aged 5–12 during the April school holidays. These sessions were presented by Nobuo Hara, a deaf Auslan instructor. Children learned how to sign basic greetings, colours, and Easter-themed words in a fun and engaging environment.</p>
<b>OUTCOME</b>	Both children and accompanying adults were highly engaged throughout the sessions. A total of 57 children and 33 adults attended and provided very positive feedback.
	 <p><b>Image 1 – Nobuo demonstrating the sign for “rabbit”.</b></p>
	 <p><b>Image 2 – Children practising a basic conversation in Auslan.</b></p>



City of Bayswater Inclusion and Diversity INFORMATION UPDATE REPORT: MARCH – JUNE 2025	
<b>AUTHOR</b>	Library and Community Centre Manager
<b>BRANCH</b>	Community Development
<b>INFORMATION</b>	<p><b><u>Rainbow Storytime – Guide Dogs WA</u></b></p> <p>Bayswater Library hosted a Rainbow Storytime on Saturday, 24 May 2025, featuring special guests Maddie the Service Dog and her handler Jen from Guide Dogs WA. Children listened to inclusive stories and learned how Guide Dogs and Service Dogs support members of the community. The session also raised awareness of the challenges faced by people with blindness or low vision.</p>
<b>OUTCOME</b>	27 children and 29 adults attended this session and enjoyed being able to meet Maddie and to learn more about the role Guide Dogs and Service Dogs play.
	<div style="text-align: center;">  </div> <p><b>Image 1</b> – A parent and child meeting Maddie the service dog and Jen her handler.</p>



**Image 2** – *Librarian Stacey leading the group in a song.*

City of Bayswater Inclusion and Diversity INFORMATION UPDATE REPORT: MARCH – JUNE 2025	
<b>AUTHOR</b>	Library and Community Centre Manager
<b>BRANCH</b>	Community Development
<b>INFORMATION</b>	<p><b><u>Mandarin Storytime</u></b></p> <p>Morley Library hosted a Mandarin Storytime on Thursday, 8 May 2025, led by Leaf from Mandarin Stars. Leaf read stories and sang songs in Mandarin, using puppets to create a magical, immersive experience.</p>
<b>OUTCOME</b>	<p>The five children and five adults who attended enjoyed hearing stories and songs in Mandarin, a language they also speak at home. This session was well received and is scheduled to run again in the July school holidays.</p>
	<div style="text-align: center;">  </div> <p><b>Image 1 – Leaf leading a song in Mandarin.</b></p>



City of Bayswater Inclusion and Diversity INFORMATION UPDATE REPORT: MARCH – JUNE 2025	
<b>AUTHOR</b>	Library and Community Centre Manager
<b>BRANCH</b>	Community Development
<b>INFORMATION</b>	<p><b><u>Sensory Storytime</u></b></p> <p>Morley Library has delivered a weekly Sensory Storytime throughout Terms 1 and 2. Designed for children with sensory processing challenges, these sessions provide a welcoming and supportive environment for children and their families. Activities include tactile play, visual storytelling, and calming auditory experiences tailored to individual needs.</p>
<b>OUTCOME</b>	A total of 122 children and 122 adults participated during this period. Staff observed some children growing in confidence over the weeks. Parents and caregivers also found inspiration in the sessions, often replicating the activities at home.
	 <p><b>Image 1</b> – Children exploring a sensory pasta tray.</p>



**Image 2** – Cotton sand play.



City of Bayswater Inclusion and Diversity INFORMATION UPDATE REPORT: MARCH – JUNE 2025	
<b>AUTHOR</b>	Library and Community Centre Manager
<b>BRANCH</b>	Community Development
<b>INFORMATION</b>	<p><b><u>Alternative Print</u></b></p> <p>The Library Service provides access to Council information in a variety of formats, ensuring documentation created for the City's libraries is available in alternative print. This initiative supports a more accessible and inclusive community.</p>
<b>OUTCOME</b>	By offering alternative print formats for City documentation, including grants, donations, sponsorships, and event materials, the City enhances accessibility for individuals with disabilities. Providing these formats through libraries improves readability and encourages broader community engagement.



City of Bayswater Inclusion and Diversity INFORMATION UPDATE REPORT: MARCH – JUNE 2025	
<b>AUTHOR</b>	Library and Community Centre Manager
<b>BRANCH</b>	Community Development
<b>INFORMATION</b>	<p><b><u>Accessible Communication Support</u></b></p> <p>The Library Service continues to advocate for accessible communication between the community and the City. Libraries are often the first point of contact for community members seeking information. Staff regularly assist people in navigating the City’s website and provide hardcopy documents for those without computer access or digital literacy skills.</p>
<b>OUTCOME</b>	This ongoing support strengthens community engagement and ensures that all residents, regardless of language, literacy, or digital access, can communicate effectively with the City. This contributes to a more inclusive and connected community.

Discussion

Cr Latter advised that a participant in the English language program had mentioned that she felt increased confidence as a result of her involvement.

**7 GENERAL BUSINESS****7.1 LGBTQIA+ Programming Discussion**

Shaun queried whether there were plans for additional LGBTQIA+ events outside of the Pride participation. Director Community Services advised that no specific events had been approved through the current budget. Notwithstanding, the City is reviewing its programming across its venues and can be a future consideration as part of this.

Cr Latter raised if the City was intending to undertake a flag raising event for the new flagpole which could be aligned with Pride month.

Action

The City to consider a flag raising event when the new flagpole is installed.

**8 PREVIOUS MATTERS DEALT WITH NOT ON THE AGENDA**

Nil.

**9 NEXT MEETING**

The next meeting of the Inclusion and Diversity Advisory Group will take place in the Committee Room, 61 Broun Ave, Morley, at a date and time to be confirmed.

**10 CLOSURE**

There being no further business to discuss, the Presiding Member, Cr Latter, declared the meeting closed at 7:22pm.