

Minutes

Inclusion and Diversity Advisory Group

Thursday 10 October 2024

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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 10 October 2024.

1 OPENING AND ACKNOWLEDGEMENT OF COUNTRY

The Chairperson, Councillor Nat Latter, declared the meeting open at 6.34pm and acknowledged the Traditional Custodians of the land, the Whadjuk people of the Noongar nation, and paid respects to Elders past, present and emerging.

2 ATTENDANCE

Members

Cr Nat Latter	Chairperson
Danuta Palysz	
Fiorda Kule	
Kate Lilly	
Linda Vettoor	
Sarah Viley	
Shaun McKenzie	

Officers

Michael Worthington	Acting Director Community Services
Helen Smith	Manager Community Development
Melissa Dias	Coordinator Community Development
Stephanie Barrett	Executive Assistant Support

Leave of Absence

Nil.

Apologies

Linda Vettoor	
Cr Elli Petersen-Pik	Deputy Mayor
Bianca Sandri	Director Community Services
Olivia Colja	Community Development Officer Access and Inclusion
Wardia Du Toit	Executive Assistant Community Services

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:

Name	Item No.	Type of Interest	Nature of Interest
Councillor Nat Latter	7.1 – Access and Inclusion Community Engagement Plan - Rainbow Futures	Impartial	In accordance with regulation 22 of the Local Government (Model Code of Conduct) Regulations 2021, Councillor Latter declared an impartial interest in this item as they are a volunteer with Rainbow Futures.

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 18 July 2024 be accepted.

Sarah Wiley Moved, Shaun McKenzie Seconded

CARRIED UNANIMOUSLY

6 ITEMS FOR DISCUSSION

Nil.

7 CITY UPDATES

7.1 Community Engagement Plan - Access and Inclusion

The City's Access and Inclusion Plan 2020-2024 is due for review as legislated by the Disability Services Act 1993. The City engaged members from the Inclusion and Diversity Advisory Group in a pre-engagement process and have now completed the Access and Inclusion Engagement Plan (refer Attachment 1). Engagement will commence late October 2024.

The City's Access and Inclusion Plan 2020-2024 is due for review as legislated by the Disability Services Act 1993. The City engaged members from the Inclusion and Diversity Advisory Group in a pre-engagement process and have now completed the Access and Inclusion Engagement Plan. A copy of the Plan was provided in the agenda. Engagement will commence late October 2024.

Group Discussion

Amendments/Queries to the Plan:

Page	Milestones / Queries	Amendment / Response
7	Project Details	Project Manager Helen Smith
8	In the definitions, does diversity include LGBTIA+	Yes
11	Launch Online/Accessible formats, Survey FAQ's	Launch survey on Monday 4 November 2024, close survey Friday 20 December 2024.
21	Key Message <u>Potential Marketing Concept</u> - "Including You" – Access, Diversity and Inclusion Plan consultation 2024 - "You are Included in Our Plan" - "Your Family are Included in Our Plan" - "Your Children are Included in Our Plan" - "Your Culture is Included in Our Plan" - "Our Staff are Included in Our Plan"	
	How long will the survey be open?	Until 20 December 2024.
	Will there be any workshops?	Details will be provided to Members.

Page	Milestones / Queries	Amendment / Response
	Will there be opportunities to engage with the community at events on the Plan?	Yes, the City is organising pop-up stalls and will be shared with various networks for feedback.

ACTIONS:

- 7.1.1 Councillor Latter requested that LGBTQIA+ community members be added to the definition of Diversity on Page 6 of the Plan.
- 7.1.2 Officers to provide members with information on the workshops scheduled for the Access and Inclusion Engagement Plan. Advisory Group members also requested that workshops be held in the evening if possible.
- 7.1.3 Advisory Group members requested that Officers provide a list of organisations and channels that the City will be promoting the Access and Inclusion Engagement Plan through for review and feedback.

7.2 City of Bayswater PrideFEST Activations

An update on the City's planned PrideFEST activations is provided below:

CITY OF BAYSWATER PRIDEFEST 2024 ACTIVATIONS	
Rainbow Families – WA Pride Picnic <i>Event supported by City of Bayswater Community Event Grant</i>	
Date:	Sunday 10 November 2024
Time:	10am – 1pm
Location:	Bert Wright Park, Bayswater
Bookings required: Event currently booked out. https://megatix.com.au/events/rainbow-families-wa-pride-picnic	
The event will bring together queer family groups from within WA to celebrate the joys of parenting within the queer community during the month of PrideFEST. This is a family picnic where there will be children's entertainers, food and a children's book reading from a WA father and author.	
Easels and Equality at Steamhaus <i>Event supported by City of Bayswater Community Event Grant</i>	
Date:	Friday 8 November 2024
Time:	6 – 9pm
Location:	Steam Haus Café, Maylands
Bookings required. Link unavailable at time of agenda distribution.	
Steam Haus Café will host a free Paint and Sip event open to the public. The class will be hosted by a member of the LGBTQIA+ community who will also share knowledge on becoming an entrepreneur in the community.	
Retro Rainbow Roller Disco (PrideFEST event) <i>Event supported via Place Making Seed Funding to sponsor prizes for the event.</i>	
Date:	Saturday 9 November 2024
Time:	6pm – 9pm

CITY OF BAYSWATER PRIDEFEST 2024 ACTIVATIONS	
Location:	Morley Rollerdrome, Morley
Ticketed: Retro Rainbow Roller Disco - Pride WA	
Hosted by the Morley Rollerdrome and Perth Jam Skaters, a celebration of the Western Australia's Roller-Skating scene, for all walks of life. This event offers three hours of skating including games, a dance-off, activities, best dressed competition, music and skating. Bring the whole family to celebrate each other with pride, in a safe inclusive space.	
W.A Roller Derby Pride Exhibition Game – Pride Program <i>Event Supported by City of Bayswater through a fee waiver for the venue.</i>	
Date:	Saturday 16 November 2024
Time:	6.40pm – 10pm
Location:	The RISE, Maylands
Ticketed: Link unavailable at time of agenda distribution. Roll into a world bursting with colour & camaraderie at the Pride Roller Derby Exhibition Games! WA skaters come together for a must-see, action-packed event during Pride month. Cheer on your local skaters, witness and be part of the action celebrating & supporting community, diversity, inclusivity & pride within our great sport.	
Pride Fairday	
Date:	Sunday 17 November 2024
Time:	From 12pm
Location:	PrideFEST Gardens (Supreme Court Gardens)
Visit the Bayswater team at PrideFEST Fairday. The City will set up an activation to engage with the community and promote our City libraries.	

Group Discussion:

The City will be participating at the Pride Fair Day 2024 to conduct pop-up engagement activities for the Access and Inclusion Plan. Officers will send details to Advisory Group members.

The City offered funding to support local community groups and businesses to host their own Pride activations, workshops and events. Two applications were received, however the City was not able to register these as PrideFEST Plus events as the deadline had passed.

ACTIONS:

7.2.1 Provide members with:

- a) Details on whether the City's PrideFEST events are included in the PrideFEST Plus program.
- b) Details on the tiered partnership programme for PrideFEST.

7.3 Inclusion and Diversity Information Report Update June - August 2024

An update on Inclusion and Diversity projects/initiatives that have been delivered by the City between June-August 2024 were provided with the agenda.

Group Discussion:

- The English Conversation Groups are run by volunteers. Interested persons are encouraged to contact the City's Coordinator Age Friendly and Volunteer Programs, Amy Tolley and register as volunteers.
- Pride Mural in Maylands:
 - Arrangements had been made for a videographer to make a video about the mural but it was thought that it had been cancelled. Members would like to know if an event is being rescheduled as they are keen to promote the mural.
 - The Group would like to see the mural included on walking maps etc. so that the wider community has an opportunity to visit.
 - The City promoted the Pride mural in the following ways:
 - A Facebook and Instagram post (attached) and a post with the short promo [video](#) created by the videography company.
 - On the [City of Bayswater Website](#).
 - [Bayswater Brief](#) article.
 - [Perth Now](#) article.
 - The mural has been incorporated into the Maylands art trail [map](#) (please note website page is in final stages of being updated and new map will be loaded shortly) and embedded in the [Flourish Community Arts program](#).

ACTIONS:

- 7.3.1 Advise members if there is a proposed event to showcase the Pride mural in Maylands.
- 7.3.2 Investigate opportunities to promote the mural on walking maps.
- 7.3.3 Contact the Maylands Historical Society about including the mural on their interactive map.
- 7.3.4 Investigate whether directional signage can be provided for the mural.

8 GENERAL BUSINESS

8.1 Rainbow Aged Care

Danuta Palysz thanked Councillor Latter for attending a recent client get-together at [Rainbow Aged Care](#) and speaking to the group.

ACTIONS:

- 8.1.1 Danuta Palysz to provide details to Councillor Latter on the next meeting date and time.

8.2 Umbrella Community Care

Upcoming **CaLD events: Multicultural Expo's coming up in November. City of Swan and City of Perth** also running events. The City has no events in the near future, Harmony Week will be the next event which is held 15-21 March each year.

- [Umbrella Community Care](#) have been involved with organising a few events with the City of Perth. Fiorda Kule will provide details to Officers for sharing with the group.

A free event has been organised at Connections Nightclub for 1 November 2024, 8.00pm-10.00pm. \$2,000 was provided by PrideWA for the event with funds from a raffle, etc being donated to Refugees WA. All are welcome.

- Umbrella's [Over the Rainbow Project](#): Fiorda will provide details of the results from the survey to the next meeting. Many of the responses were from the metropolitan area. Not a lot of feedback from regional areas, will be looking at ways to improve this. Will look at connecting with the Regional Development Commissions who are responsible for social and economic development in the regions.

ACTIONS:

- 8.2.1 Fiorda Kula to provide details of City of Perth events that Umbrella are involved with to the Coordinator Community Development, who will share with the Group.

8.3 Budget

Members were interested in whether the IDAG had any influence on the City's future budget:

- The IDAG has an opportunity to look at all services and programs provided by the City, not just community development.
- Officers advised that the City's budget process was determined by service planning.
- Outcomes from the Access and Inclusion Community Engagement Plan would be used in determining future requirements for the 2025/26 budget. Members were keen to see the draft Plan before it went out to the community for comment.
- As part of the budget process, Councillors consider the draft budget at workshops held in March/April.
- [Better Bayswater Grant](#). Members are encouraged to share details with their networks. Closing date is 31 October 2024.

ACTIONS:

- 8.3.1 Members to provide budget items for discussion at the next IDAG meeting, to the Coordinator Community Development who will include them on the next agenda.
- 8.3.2 Provide members with a copy of the draft Access and Inclusion Plan to enable consideration of budget/future planning.

8.4 Inclusion and Diversity - City Practices

Kate Lilly was keen to ensure that the City was meeting its obligations in relation to diversity training for officers, including imagery, customer service dialogues and communicating with vulnerable persons. Officer advised that the City provides training in a wide range of areas including inclusion and diversity, which is also reflected in the City's Style Guide. There was positive feedback from the group on the recent Bayswater Brief.

ACTIONS:

- 8.4.1 Invite an officer from the City's Communications Team to the next meeting to provide feedback on the City's inclusion and diversity processes/training.

8.5 Invitation to City Officers to attend IDAG meetings

It was suggested that an officer from each of the City's teams could attend IDAG meetings to provide an overview of their service areas.

ACTIONS:

- 8.5.1 Officers to consider inviting an officer from the different service areas of the City to the IDAG meetings to provide an overview and how inclusion and diversity is incorporated into their processes.

9 NEXT MEETING

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

10 CLOSURE

There being no further business, the Chairperson Councillor Nat Latter, closed the meeting at 7.22pm.