



## LGBTIQ Working Group Meeting

Monday, 10 June 2021 meeting

Marrickville Library Pavilion - 313 Marrickville Road, Marrickville

5:30pm – 8:00pm

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### Meeting summary

Meeting commenced 5.30pm

#### Present

| Staff  | Community members           | Councillors |
|--|-----------------------------|-------------|
| Josie Leeson – Community Projects Officer (JL Convenor)  | Jody Toomey (JT) - Chair    |             |
| Ingrid de Meyer – Community Projects Coordinator         | Katie Brennan (KB)          |             |
| Matthew Balane – Community Projects Officer              | Lara Sabbadin               |             |
| Brett Atkinson – ACON Pride in Diversity and Facilitator | Stacy Warren (SW)           |             |
|  | Emmaly Langridge (EL) - new |             |
|  | Jack Whitney (JW) – new     |             |
|  | Kathleen Teauapa (KT) - new |             |
|  | Michael Beckett (MB) - new  |             |

#### Apologies

Nil

#### Disclosure of Interest

Nil

| Item   | Summary   | Recommendation/action  | Council response |
|--|---|--|------------------|
| <b>Draft Gender Equity Strategy Consultation</b> | Council has been working on a Gender Equity Strategy with internal departments of Council, peak bodies, and liaison committees especially in the domestic and family violence sector. | <p>The strategy was presented to the WG and they were invited to contact MB directly or add details to the draft strategy.</p> <p>A draft strategy and action plan has been created and is open for public comments on Council's 'Your Say' page.</p> <p>Link to the survey and strategy below:</p> <p><a href="https://yoursay.innerwest.nsw.gov.au/draft-gender-equity">https://yoursay.innerwest.nsw.gov.au/draft-gender-equity</a></p> |                  |



|                                      |  |  |  |
|--------------------------------------|--|--|--|
| <p><b>LGBTQ Acronym</b></p>          | <p>IWC is a member of ACON’s Pride in Diversity program and models the acronym and work surrounding the community based on ACON’s strategies</p>                                       | <p>ACON noted their discussions with IHRA and the misconceptions regarding gender identity or sex classification that people with intersex traits face. People with intersex variations may or may not express an LGBTQ identity. For this reason, the ‘I’ was removed from the acronym.</p> <p>The WG members have adopted the revised acronym of LGBTQ and would like to continue working directly with IHRA separately to help address the separate issue of intersex human rights.</p> <p><b>Actions</b></p> <ul style="list-style-type: none"> <li>- Council to update the WG name and acronym being used by Council moving forward</li> <li>- JL to contact IHRA and initiate conversations for how we continue support the intersex community and their specific needs</li> </ul> |  |
| <p><b>Team Building Exercise</b></p> | <p>There are a significant number of new WG members. A Team Building meeting has been organised to outline the programs, activities, and roles the WG members will be facilitating</p> | <p>See attached notes related to the team building exercise and outcomes.</p> <p>Several Agenda items were not covered in this meeting due to time constraints and will be covered in an additional face-to-face meeting next month.</p> <p><b>Actions</b></p> <ul style="list-style-type: none"> <li>- JL to book a meeting room to facilitate the training and advise details for July meeting</li> </ul>  |  |
| <p><b>New Members</b></p>            | <p>Members of the LGBTQ WG represent diverse communities and strengths to facilitate the group’s needs</p>   | <p>Four new members were invited to join the WG after the resignation of existing members.</p> <p>Thank you to the following members for volunteering their time to assist the LGBTQ community. We welcome them and look forward to the outcomes we’re able to achieve as a new team:</p> <p>Emmaly Langridge, Jack Whitney, Kathleen Teapa and Michael Becket</p>   |  |

The meeting closed at 8.00pm.

**Next Meeting – 5 July 2021**



## INNER WEST LGBTQ WORKING GROUP

10.06.2021

### Purpose

- **Understanding:**
  - Understand how the group can add value
  - Understand how I can add value
  - An understanding of group objectives + how we can help
  - The purpose/vision/function of the working group
  - Directive for the next six months
  - Individual roles with tasks to complete between meetings (half complete)
- **Roles:**
  - Role clarity
  - Key priorities + roles of group
- **Youth:**
  - Help youths to become part of their LGBTQ community
- **Aged Care:**
  - Support for LGBTQ aged care
  - Community in accessing skills, support and community
- **Visibility of community**
  - Increase visibility of community
  - Accessibility + inclusion to LGBTQ + services for all
  - Increasing LGBTQ visibility
  - Increasing visibility within our community
- **Community Engagement**
  - Engagement with community
  - Facilitate connections with sexuality and gender diverse communities and groups
  - Inputs into council policies affecting sexuality and gender diverse people communities
  - Supportive of community
  - Community feels welcome and valued
- To value part of council
- Run/support events and support social gatherings
- A future
- Communication back to group
- Identify areas of improvement to develop attainable goals
- Campaign the LGBTQ voices of the Inner West
- Inner West council is a great place to live, work and play
- A voice for the community in local issues
- To implement an action plan
- To make Inner West a safer, happier and inclusive space for all people



- To connect with leading organisations to help them to be more inclusive to their service users / employees etc
- Support trans community
- To be a force for good

### **Key Activities / Functions of Group**

- Implement Action Plan
- Advocacy
- Communication/Commitment
- Events/Social
- Stakeholder Management
- Executive Sponsor – Future?
- Intersectionality
- Community – Pride Centre
- Education

### **Rules of Engagement**

- Agenda – received one week prior (Josie)
- Minutes – one week after (Josie)
- Leads – Update Group/action plan on the Friday prior to the meeting via Google Docs
  - Important to have quick response times
- Honesty upfront on deliverables
- 80/20 rule with Face-to-Face meeting
- Guest Speakers 4 per year
- Feed social media to Jack/Jody

### **Roles/Responsibilities**

- **Chair:** Jody
- **Council:** Josie
- **Comms/Social Media:** Jack/Jody
- **CALD/Youth:** Katie
- **Events:** Emmaly
- **Stakeholder Management/Relationship:** Michael
- **Community/Advocacy:** Stacy
- **Education/Awareness:** Lara

*Discussed a hub model for the group to progress ideas.*

### **Conflict Management**

Stalemate:

Post it note voting system



All people present ideas

All members get two votes per person to vote on whichever item they want. Majority rules.