



9.2 **LGBTIQA+ ADVISORY COMMITTEE - UPDATE OF TERMS OF REFERENCE AND APPOINTMENT COMMITTEE MEMBERS.**

EXECUTIVE MEMBER: **TONY KEENAN, GENERAL MANAGER, COMMUNITY WELLBEING AND INCLUSION**

PREPARED BY: **EWA ZYSK, DIVERSITY OFFICER**

1. PURPOSE

- 1.1 To consider adoption of an updated Terms of Reference for the LGBTIQA+ Advisory Committee, to increase the Committee's membership to include two Councillors, as provided at Attachment 1.
- 1.2 To formally appoint community members of the LGBTIQA+ Advisory Committee as detailed in Attachment 2: LGBTIQA+ Member Nominations (confidential).

2. EXECUTIVE SUMMARY

- 2.1 At its meeting on 21 April 2021, Council endorsed the establishment of a new LGBTIQA+ Advisory Committee. The draft Terms of Reference (ToR) were endorsed by Council on the 18 August 2021.
- 2.2 The purpose of the LGBTIQA+ Advisory Committee is to provide advice and feedback to Council on matters that affect LGBTIQA+ residents, businesses, and community members who live, work and visit the City.
- 2.3 A change to the ToR is proposed (reflected as tracked changes in Attachment 1) to increase the Councillor representation from one to two Councillors.
- 2.4 Expressions of interest for community members and organisations to nominate to be on the LGBTIQA+ Advisory Committee were invited from 29 September to 17 October 2021, with 27 nominations received.
- 2.5 The ToR states that up to eleven community members will make up the Advisory Committee. The Victorian Pride Centre's nomination was supported in August as part of the endorsed ToR and therefore a recruitment occurred for the remaining ten vacant positions.
- 2.6 This report presents recommendations for the appointment of ten community members to the LGBTIQA+ Advisory Committee (as detailed in Attachment 2 – confidential).

3. RECOMMENDATION

That Council:

- 3.1 Adopts the updated LGBTIQA+ Advisory Committee Terms of Reference provided at Attachment 1, which extends membership of the Committee to include up to two Councillor representatives.
- 3.2 Notes that Councillor members will be appointed through the "Councillor Appointment to Committees" Report.
- 3.3 Notes that 27 community members applied for the vacant roles on LGBTIQA+ Advisory Committee, and formally acknowledges and thanks all applicants for their interest in these important roles.



3.4 Appoints _____, _____, _____, _____, _____, _____, _____, _____, _____ and _____ to the vacant positions on the LGBTIQA+ Advisory Committee from November 2021 until the end of the current Council term in 2024.

4. KEY POINTS/ISSUES

- 4.1 At its meeting on 21 April 2021, Council endorsed the establishment of a new LGBTIQA+ Advisory Committee, with a ToR and recruitment process endorsed by Council on the 18 August 2021.
- 4.2 Vacant positions for the Committee were publicly advertised and the Council invited residents, businesses and representatives from community organisations that represent, work with or support Port Phillip's LGBTIQA+ communities.
- 4.3 To be eligible, nominees must work in, or be a resident of the City of Port Phillip and need to be able to demonstrate:
 - Community networks and linkages within Port Phillip's LGBTIQA+ communities.
 - Good knowledge and understanding of the local issues that are of relevance to Port Phillip's LGBTIQA+ communities.
 - Commitment to strengthening of a diverse community that encourages the participation and inclusion of all residents.
 - An ability to represent a broad range of views that reflect the diversity of the community.
 - Demonstrated ability to facilitate, negotiate and influence outcomes and resolve conflict.
- 4.4 Council received 27 nominations which included 19 nominations from community members and eight nominations from community organisations, creative industries and business. All of the resident nominees resided in the City of Port Phillip: five from Canal Ward, eight from Lake Ward and seven from Gateway Ward.
- 4.5 The Victorian Pride Centre nomination is not included as part of the 27 nominations received, as ToR (endorsed on the 18 August 2021) states that the committee will be composed of one nominee from the Pride Centre.
- 4.6 The standard of nominations was high, with applicants coming from varying backgrounds and levels of professional experience. The cultural and religious backgrounds of applicants was generally representative of the cultural and religious diversity of City of Port Phillip, including representatives from people from variety of life stages and locations across the municipality.
- 4.7 Applications were assessed within the SmartyGrants platform, against the established selection criteria in which any conflict of interest was noted. All 27 nominees met the eligibility criteria and were interviewed virtually. The selection panel comprised Cr Katherine Copsey, Cr Peter Martin, Tony Keenen (General Manager, Community Wellbeing and Inclusion) and Ewa Zysk (Diversity Officer). One conflict of interest was noted and managed during the interview and selection stage of the process.
- 4.8 Eleven candidates have been selected for recommendation, based on offering the breadth of skills, experience and knowledge required for the Committee. Council



supported one nominee from the Victorian Pride Centre, with this nomination included as part of the eleven recommended nominations.

- 4.9 The current ToR was endorsed by Council on 18 August 2021. A change to the ToR (reflected in Attachment 1) is proposed which provides for an increase in the number of Councillor appointments to the Advisory Committee from one to up two Councillors.

5. CONSULTATION AND STAKEHOLDERS

- 5.1 A detailed stakeholder engagement plan was developed pre-recruitment that ensured broad awareness of the opportunity to nominate for Council's LGBTIQA+ Advisory Committee. This included the engagement of local organisations such as Pride Centre, Thorne Harbour Health (formerly VAC), Minus18, Melbourne Queer Film Festival, Melbourne Queer Film Festival, Switchboard, JOY 94.9, Australian Queer Archives, Star Health, Sacred Heart Mission, Transgender Victoria, Hares and Hyenas, Monash Gender Clinic, Star Observer and Koorie Pride Victoria.
- 5.2 The vacant opportunities were advertised locally in DiverCity e-news, CoPP This! (Community Strengthening Newsletter), Port Phillip Business News, Arts and Heritage e-news, Council's website and social media channels, and through emails to key local groups, creative industries, interested individuals, and trader associations (Acland Street Village, Fitzroy Street, Port Melbourne and Elwood).
- 5.3 To ensure that the interests of young people from diverse backgrounds could be represented on the Advisory Committee, the Diversity Officer worked closely with Council's Youth Services to recruit and support young people through the application process.
- 5.4 Key organisations that advocate for the rights of multicultural and multifaith LGBTIQ individuals and communities, including the Australian GLBTIQ Multicultural Council, Jewish Care, Keshet Australia, Jewish Community Council of Victoria, and Aleph Melbourne, were also informed.
- 5.5 The recruitment of potential members also occurred through current networks, such as the Multicultural Advisory Committee, Multifaith Network and Older Persons Advisory Committee.
- 5.6 Assistance was made available for translation in any language and completion of the application form. Interpreters were made available during the interview process upon request.

6. LEGAL AND RISK IMPLICATIONS

- 6.1 Due diligence was undertaken during the recruitment process which included the use of a selection criteria to identify the strengths of potential nominees. Virtual interviews were also conducted. One conflict of interested was noted and managed associated with a panel member.
- 6.2 A key message conveyed during the interview process to nominees, was that the Committee is appointed in an advisory capacity to the Council and does not make decisions on behalf of Council.

7. FINANCIAL IMPACT

- 7.1 No sitting fees are applicable for the Advisory Committee.



8. ENVIRONMENTAL IMPACT

- 8.1 The recruitment process was conducted via an online platform: SmartyGrants. Officers will work closely with the Advisory Committee to ensure that they are informed of Council's *Act and Adapt: Sustainable Environment Strategy 2018-28*, and its declaration of a Climate Emergency, when developing future initiatives as part of the LGBTIQ+ Action Plan.

9. COMMUNITY IMPACT

- 9.1 The Committee will provide advice on the development of an LGBTIQ+ Action Plan that will aim to improve the health and wellbeing of the LGBTIQ+ community, to reduce stigma and discrimination, and build an inclusive and socially cohesive Port Phillip.
- 9.2 The Committee will work with LGBTIQ+ businesses and creatives to receive advice on how to best support these enterprises in the City.
- 9.3 Through the Committee, Council will be recognising and encouraging community leadership, and seek to maximise community feedback in its decision-making process from the LGBTIQ+ community. It will improve public confidence through demonstrating active community participation in the decision-making process.

10. ALIGNMENT TO COUNCIL PLAN AND COUNCIL POLICY

- 10.1 The work of the LGBTIQ+ Advisory Committee is aligned with the Council Plan 2021-2031 through the following:

- Strategic Direction – 'Inclusive Port Phillip': Port Phillip is a place for all members of our community, where people feel supported and comfortable being themselves and expressing their identities. Relevant Initiatives which support this include:

'We will partner with':

Our Older Persons Consultative Committee, Youth Advisory Committee, Multicultural Advisory Committee, Multi-Faith Network and establish other committees, where relevant, to ensure the diversity of our community's experience is represented in decision-making.

- Strategic Direction – 'Vibrant Port Phillip' A City that has a flourishing economy, where our community and local businesses thrive, and we maintain and enhance our reputation as one of Melbourne's cultural and creative hubs. Relevant initiatives which support this direction include:

'We will provide':

initiatives that foster creative use, exploration and activation of public space to support social, cultural, sustainable and economic connection among our community and local businesses

- Strategic Direction – 'Well-Governed Port Phillip' - Port Phillip is a leading local government authority, where our community and our organisation are in a better place as a result of our collective efforts. Relevant Initiatives which support this Direction include:



'We will provide':

Opportunities for our community to participate in civic life and help shape Council policy, services, programs and decisions by facilitating engagement in line with Council's Community Engagement Policy.

- 10.2 The work of the LGBTIQA+ Advisory Committee is aligned to the City of Port Phillip Community Engagement Policy adopted in February 2021. Advisory Committees are specifically identified in the 'Involve' level of engagement defined in this policy.
- 10.3 The LGBTIQA+ Advisory Committee can assist in the consideration of priority health and wellbeing topics:
- Service access – universal and targeted access to information and services, including maternal and child health and youth services, aged and disability services.
 - Social inclusion and diversity, including mental health resilience.
- 10.4 Work of the Committee can also address the Port Phillip Community Safety Plan 2019-23, Priority Area 2. Build Resilience:
- Strategy 2.11 - Council supports consultative processes and advisory groups to ensure our understanding of community service needs is well-informed and relevant.

11. IMPLEMENTATION STRATEGY

11.1 TIMELINE

- 11.1.1 Subject to Council's adoption of the updated ToR and appointment of members for the period 2021-24, the new members will be invited to attend a Committee induction session in mid-December 2021.

11.2 COMMUNICATION

- 11.2.1 Within one week of this Council meeting, all new nominees to the Committee will be advised of Council's decision. Applicants who were not appointed will also be informed.
- 11.2.2 Council's website will be updated to reflect the updated ToR and Committee membership, with communications also to key internal and external stakeholders.
- 11.2.3 If Council does not proceed to appoint new nominees, the nominees will be immediately informed of this decision.

12. OFFICER DIRECT OR INDIRECT INTEREST

- 12.1 An officer involved in the preparation of this report has a general interest in the matter. The officer held a perceived conflict with one of the 27 nominees that applied for the Advisory Committee. This was declared and managed.

ATTACHMENTS

1. LGBTIQA + Updated Terms of Reference
2. *Confidential* - LGBTIQA+ Advisory Committee Member Nominations November 2021