Goulburn Ovens LGBTIQA+ Community Alliance Zoom Meeting Notes from Monday 4th April 2022

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| Acknowledgement of Country: | | |
| Apologies: Katie Clavarino (GV Health) Damien Stevens – Todd (GV Pride), Kathryn Foster DET,  Georgie Poort (Diversity Project) Uniting | | |
| Last meeting December 2021. | | |
| Al (Allison Winters) They Them: LINE  Bpangerang  Volunteer led NFP Charity | LINE working with supportive, safe and respectful practices and framework  Many coloured skies – intersectionality (LGBTIQA= refugees)  Held LINE LGBTIQA+ information stall at NEMA regional Harmony Day in Benalla – well attended.  Use existing CALD celebration days to engage with community  Focus for stronger gender equality in executive teams | Challenges:  Lack of time resources and people  Change moves slowly in big organisations  LINE: have a great newsletter to keep people up to date with activities, including the Rainbow Ball May 13th,  Younger Community Rainbow Ball June 25th, with NEPC.  Community of practice – Allyship  Young TGD/ Family and support- clothing swap May.  <https://www.linewangaratta.org/>  allison@linewangaratta.org |
| Daniel Gardner (GOTAFE) He/Him | GOTAFE contingency Participated in Midsumma Parade. (A first – fantastic)  GOTAFE LGBTIQ+ internal staff network.  IDAHOBIT – reach out to GOTAFE Benalla for 2022 (plans have now changed to Shepparton) | Leadership changes have somewhat altered priorities and direction. Diversity and inclusion has taken a temporary back seat as other organisational priorities are being addressed.  Focus on LGBTIQA+ students having safe spaces, for retention, support and TAFE outcomes.  Seeing a backlash coming out of COVID and a return on campus, significant barriers emerging, to keep across. |
| Nicole Robinson She/Her  FV Practice leader – Orange Door | Attended TGV of visibility picnic - Shepparton  Wants OD to be part of IDAHOBIT 2022  Seeking gender affirming practice in DV | CALD community and LGBTIQA+ space needs further work and engagement, i.e. use of pronouns, calendar events for days of significance, and an understanding of Trans and gender diverse experience |
| Nicole Wells  NCN Health Diversity Cee  Disability Support  GV Pride  [Nicole.wells@ncnhealth.org.au](mailto:Nicole.wells@ncnhealth.org.au) | NCN Health (Numurkah Cobram and Nathalia Health)  Commencing LGBTIQA+ work, in traditionally conservative rural spaces. Starting points challenging. Nicole reaching out to this group. | Seeking pathways and finding safe spaces for LGBTIQA+ community and residents. Past trauma resulting in discrimination – silencing.  Seeking support with this work. Training of staff across 3 work sites first. Trans and gender diverse information and community support pushback from mainstream. e.g. public toilets  Anecdotally mainstream community aggressive re outcomes COVID restrictions and subsequently anger directed at minority communities |
| Eloise She/Her and  Catherine She/Her  GV Health and Disability | COVID space subsumed programs, now re-engaging with people back to social programs.  CALD community engagement getting back on track. | Barriers:  Access, inclusion, and uptake by NDIS services not operational. Medical model enforced, clients and families not supported, difficult system to navigate at any time, and COVID increased barriers, community emotionally and physically fractured at this point.  No clear lead for LGBTIQA+ agenda disability area, and rainbow tick, safe spaces. |
| Deb Chumbley She/hers Yorta Yorta  Campaspe Shire Council  Active Cee GV Pride | Reviewing and renewing Council Access and Inclusion Plans  Planning for IDAHOBIT in Echuca | Barriers:  Systemic barriers  Conservative community  Across Shire pockets of good work happening in Echuca  No lead agencies carrying LGBTIQA+ portfolio, potentially headspace may be a future opportunity |
| Gemma – DET She/Her  Respectful relationships officer  Regional | Safe Schools breadth and understanding |  |
| Jitka Jillich  Kilmore and District Health  Community Engagement Officer | Growing support for the LGBTIQA+ space  Funding dollars redirected for support activities to go ahead.  Zoe Belle Starlady and Rory presented at hospital board team level. | Barriers:  LGBTIQA+ community COVID  Costs of COVID - staffing deployment, consuming business  Time for Gender Equality work to be maximised i.e. organisational policies, staff recruitment, training, |
| Erin  GV Water Shepparton | Pride flag, involved in Rainbow community, employer to employee perspective, work undertaken.  Action plan, in place. |  |
| Suzanne Muntz  Latrobe PhD student –  GV Pride member | Sees targeting mainstream community champions i.e. known community individuals, like hairdressers, to assist in breaking down barriers. i.e. Violet Town Op Shop and Hairdressers supportive working with trans and gender diverse community |  |
| Michelle Harmer (She/They)  Co-chair GO LGBTIQA+ Alliance | Regional Diversity Community Aged Care | Barriers: time and opportunities across 53 agencies.  Stronger work on intersectionality in aged care. Commonwealth moving into new Support at Home program aligning 4 tenets of aged care under the same umbrella. Still rolling out LGBTI training with VALS and TGV across the region. |
| Big ticket items:  IDAHOBIT Day May 17th – Collaboration between agencies and flyer distribution  Face to face meeting requested  Support from agencies to assist sole LGBTIQA+ workers (Group supervision)  Equality Australia support re Commonwealth Government targeting Trans experience children as a deflection on the real issues  A workshop on minority stress | | |