



Rainbow Communities Advisory Group

Minutes

Date: Wednesday, 17 November 2021

Time: 6:00pm – 8:00pm

Venue: Council Chambers, Level 16 Tahiwī, 113 The Terrace, Wellington

Purpose

- Assist and advise the City Council on how to help grow a great City where diverse rainbow people and communities thrive and contribute to the city's priorities.
- Bring knowledge and insight to Council to ensure rainbow inclusion in our City.
- It is recognised that members come from and remain connected to their communities and share their expertise and individual lived experience in this advisory role.

Membership

Co-chairs:	Natalie Piesse and Tyler Dunkel
In attendance:	Ashley Edge, Brodie Fraser, Connor McLeod, Mani Mitchell, Broden Packer, Sam Low, Stan Thomas
Liaison Councillors:	Cr Teri O'Neill
WCC Staff:	Karepa Wall (Head of Māori Strategic Relations), Vondy Thornton (Community and Neighbourhood Advisor), Sean Johnson (Senior Democracy Advisor), Claire Barlow (Democracy Advisor), Mel Fawcett (Principal Advisor – Culture, Inclusion & Engagement), Damian Storey (Democracy Advisor), Te Rangi Walker (Community and Neighbourhood Cadetship)
Other attendees:	Scout Schultz

Meeting Procedures

The meeting opened at **6:06pm** with a karakia and a round of introductions and 'What's on Top' for everyone.

1. Apologies were received from the following members:

- Maggie Shippam – for absence.

No issues were raised with the minutes of the previous meeting.

Brodie/Tyler

2. No conflicts of interest were declared.

Items

3. **Inclusion Strategy**, *Presented by Mel Fawcett.*

Mel referred to the strategy that was sent to group members earlier in the week and asked for questions, thoughts, and feedback.

She explained that the strategy was a co-design process across WCC, with the initial focus groups from employee-led networks. This then moved on to open sessions across the whole organisation.

Note: The Rainbow Community Advisory Group wasn't formed at this stage of the process, but she did consult with the Youth Council, Accessibility Advisory Group and Pacific Advisory Group for their input.

Mel explained that the strategy intent aligns with the vision for Wellington to be an inclusive city and pointed out that WCC were still 'rookies' in terms of their maturity of diversity and inclusion in the organisation.

One of the challenges is to balance aspirations with practicalities and to ensure that progress continues.

The four key pillars of the strategy are:

- Growing the capability of our people.
- Creating a diverse, safe, inclusive, and accessible workplace.
- Building equitable and inclusive policies, processes, enabling services and systems.
- Our WCC community is cared for and well.

One of the first initiatives to come out of the strategy is a Wellbeing Programme which is due to launch in December.

The strategy is designed to align with WCC values, and the next step of the process is to develop an Implementation Plan.

Group members provided the following feedback:

- They would like to have an opportunity to provide advice on the implementation of the plan.
- Questions around the type of data and progress measures that will be used.
- How the work that is being done will trickle down to other parts of the business – e.g., customer and community interactions.
- Explicit referencing to rainbow and takatāpui in the plans.
- When including rainbow communities please remember to include intersex as well. Mani can assist with this.
- Availability of online learning modules at WCC that are accessible to all staff and don't require manager approval to complete.
- Work that has been done to look at existing policies and opportunities for RCAG to look for gaps and suggest useful improvements.
- What has been provided in the way of budget and what is currently being done about recording strategic hires.
- Karepa suggested the group take the opportunity to interact with Queer at Council for first-hand experiences.
- Korero around working with external organisations (e.g., Rainbow Tick) and ensuring there is genuine engagement from staff. RCAG would like to be involved in future conversations.
- There needs to be a strong focus on monitoring the implementation plan.
- What can be done in the interface between staff and elected members.

Tyler thanked Mel and invited her back and expressed an interest in keeping informed about progress and initiatives.

4. **RCAG Workplan and Hot Topics**, *Presented by Natalie Piesse.*

Natalie explained the process to develop the workplan and talked about the decision to keep it at a high level, to be very strategic.

There was then broad discussion and suggestions for minor alterations to the workplan before submitting it and strong support for the group to maintain a 'wish list' of the more specific initiatives the group has agreed upon.

Cr O'Neill suggested the possibility of 'actions tracking' for everything that appears in the RCAG minutes.

There followed some discussion about the name of the group and having dedicated takatāpui seats as part of their Terms of Reference. Cr O'Neill suggested that they could pass an amendment to ToR (in the paper going to Council) to make these changes.

Motion: Propose to change the name of RCAG and make provision for two takatāpui members in the ToR.

Connor/Brodie

Motion: Accept the workplan (with changes)

Stan/ Ashley

5. **Discussion about group roles, responsibilities, and processes for presentations, Natalie Piessa**

Natalie proposed the structure of meetings going forward and suggested that there be one to two presenters driven by the group's workplan at each meeting. Following that, it would be good to allow 15 – 20 minutes to open floor for general discussion.

It was suggested that there be perhaps one main presenter with a smaller presentation to follow.

Group members would like the agenda and any pre-reading sent out at least one week before the meetings.

6. The Schedule of Meeting Dates for 2022 were received and confirmed.

Tyler/Connor

The meeting concluded at **8:00pm** with a karakia.

Information

Next meeting date: 15/12/2021

Actions from this meeting:

- **Tyler to check in with Yobanny and Rosie.**
- **Sean to provide a copy of the Housing Strategy to members.**
- **Group members requested an opportunity to meet (in person) with other groups in the New Year.**
- **Tyler invited all to a brunch at his place on 4 December – he will send details.**
- **Share Mel's email with group members.**
- **Discuss the various areas of responsibility for group members at the next meeting.**