

Moonee Valley Pride LGBTIQ+ Reference Group

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Document control disclaimer

Minor amendments to this document may be required from time to time. Where amendments don't materially alter a document, they will be made administratively, without a requirement for formal approval.

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Background

The Moonee Valley Pride (MVP) reference group was formed in 2015 to support LGBTIQ+ strategy and policy development for the municipality, ensuring Council's decisions are evidence based and informed by strong community input.

The group most notably have supported Council's campaign to achieve marriage equality and prepare the LGBTIQ+ Strategy, the MV2040 Strategy, the Fair Action Plan, and varying iterations of the Council Plan.

The group has been dormant since February 2024.

Acknowledgement of LGBTIQ+ Elders

We pay our respects to those amongst the lesbian, gay, bisexual, trans, and intersex communities who have worked to support the improved health and wellbeing of their peers, children, families, friends, and country. We honour the elders in the diverse communities of which we are a part and we celebrate the extraordinary diversity of people's bodies, genders, sexualities, and relationships that they represent.

LGBTIQ+ people have always been part of Moonee Valley, although they have not always been acknowledged or treated with respect. Every Council policy affects LGBTIQ+ community members, and every Council service has LGBTIQ+ clients. As local government, we have a responsibility to make Moonee Valley a safer and more inclusive place for people from diverse backgrounds. Our policies, programs and services should be relevant, inclusive and accessible for all community members. Our places, programs, policies and behaviour should reflect these values including respect and human rights.

Definition of LGBTIQ+ and Intersectionality

'LGBTIQ+' is an evolving acronym that stands for lesbian, gay, bisexual, transgender, intersex, queer/questioning, and asexual. The + sign is generally used to represent genders and sexualities outside of the letters LGBTIQ, including people who are questioning their gender or sexuality.

Intersectionality describes how different parts of a person's identity or circumstances – such as age, race, culture, disability, gender, location or religion – intersect and combine to shape people's lived experiences, including of discrimination.

Terms of Reference



Being LGBTIQ+ is only one part of any person or community. Intersectionality recognises that the different parts of someone's identity and circumstances cannot be disentangled or considered in isolation. Intersectionality is a way of seeing the whole person. An understanding of intersectionality is key to designing and implementing effective policies, programs and services.

For more information, please read the [Victorian Government's LGBTIQ+ Inclusive Language Guide](#).

Purpose

Moonee Valley City Council is reestablishing the MVP reference group to support the development of a new plan to support the LGBTIQ+ community.

After consulting with several external and internal stakeholders, Council has determined that the most effective way to prioritise the needs of the LGBTIQ+ community is to integrate the LGBTIQ+ Inclusion plan into the Moonee Valley 2040 vision and the Council Plan and Health and Wellbeing Plan.

Integrating the LGBTIQ+ Inclusion Plan into Council-wide plans and strategies raises the profile of this important work. It demonstrates an elevation and prioritisation of an intersectional approach, creating a more accessible, inclusive, efficient, and transparent approach to addressing the needs of the entire community across Council planning.

The development of an operational implementation plan will be supported by the MVP reference group. The primary function of re-establishing the MVP reference group is to provide lived experience and strategic advice to inform the development and implementation of this plan. The MVP reference group will meet quarterly for 12 months (4 meetings), with an option to extend if needed.

Membership

Council welcomes any and all people who identify as LGBTIQ+ who live, work, study, and/or recreate in Moonee Valley to apply. Applications will also be considered for those who identify as allies of LGBTIQ+ (e.g. cisgendered¹, endosex², and heterosexual parents of LGBTIQ+ children).

Membership enquiries can be made via [Moonee Valley City Council's website](#). Read the Terms of Reference and complete the Expression of Interest, following the process outlined on [Moonee Valley City Council's website](#).

¹ a person whose sense of personal identity and gender corresponds with their birth sex

² people whose sex characteristics meet medical and social norms for typically 'male' or 'female' bodies

Terms of Reference



Applications are open from June 16, 2025 – July 11, 2025. Following approval, a formal invitation will be extended pending acceptance of the group's terms of reference.

This group is managed by Moonee Valley City Council, and sits within the Young, Inclusive & Ageing Communities team.

If successful, members will commit to attend 8 meetings.

Meeting information:

Meeting Date	Meeting Topic	Meeting Location
August TBC	Training: Introduction to Local Government	Civic Centre, 9 Kellaway Ave, Moonee Ponds VIC 3039 and online
Tuesday, August 12, 2025, 6.00-8.00pm	Foundation, Context Setting and Strategic Overview: welcome, introductions and overview of plan	Civic Centre, 9 Kellaway Ave, Moonee Ponds VIC 3039 and online
Tuesday, November 11, 2025, 6.00-8.00pm	Plan Launch and Implementation discussion	Civic Centre, 9 Kellaway Ave, Moonee Ponds VIC 3039 and online
Tuesday, February 10, 2026, 6.00-8.00pm	Early Implementation Review	Civic Centre, 9 Kellaway Ave, Moonee Ponds VIC 3039 and online
Tuesday, May 12, 2026 6.00-8.00pm	Final Review	Civic Centre, 9 Kellaway Ave, Moonee Ponds VIC 3039 and online

*meetings times and dates may be subject to change at Council Officer discretion

Responsibilities

The following roles, Council departments and business units have direct and/or supporting responsibilities.

Position	Name and title	Responsibility
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Terms of Reference



Project owner	Ilz Aslan Senior Coordinator Umarmoo Wayi (Access, Equity and Inclusion)	<p>Coordination of the LGBTIQA+ portfolio including the MVP reference group.</p> <p>Provide updates and opportunities for involvement to ELT, Managers and Councillors about the LGBTIQA+ portfolio.</p> <p>Act as an escalation point for decisions and issues that are beyond the authority of the project manager.</p>
Project manager	Claire Fisher Social Inclusion Lead	Lead coordination of the LGBTIQA+ portfolio including the MVP reference group.
Project sponsor	Janine Livingston Manager Young, Inclusive & Ageing Communities	<p>Provide organisational context, expertise and guidance i.e. other strategic work that is being done/considered that could impact the LGBTIQA+ reference group.</p> <p>Serve as an advocate for the project and ensure appropriate priority is given to it throughout the organisation.</p> <p>Champion LGBTIQA+ portfolio to ELT, Managers and Councillors, and provide advice on Councillor engagement.</p>
Chairperson	Claire Fisher Social Inclusion Lead	<p>Guiding the meeting according to the agenda and time available.</p> <p>Reviewing and approving minutes before distribution as needed.</p> <p>Where appropriate, updating Council on the progress and discussions of the network.</p>

Terms of Reference



Minute taker	Claire Fisher Social Inclusion Lead	Documenting discussion inclusive of action items throughout meetings and providing them to the Chairperson for wider circulation.
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Governance

Meeting details

- Meetings will be held quarterly using a hybrid method (in person and online). In person meetings will be held at Civic Centre, Moonee Valley City Council, with an online component hosted via Microsoft Teams.
- Decisions required by the group will be discussed during meetings to reach consensus. When a decision cannot be reached, the Chairperson will call for a vote in which a 50 per cent vote will be required for a decision to go ahead.
- Minutes will be taken and circulated across the group via email.

Member conduct

In line with our intersectional approach, there is zero tolerance for bigotry on the basis of gender or sexuality. This group respects a difference in opinion, as long as this does not perpetuate harmful stereotypes that can lead to people and spaces feeling unsafe.

This group values the voices of those with lived experience.

Members are required to act honestly and treat others with respect.

Members will ensure that privacy and confidentiality is respected. It is important that issues discussed are with the intention of learning and continuous improvement.

Members will exercise reasonable care and diligence when it comes to discussing sensitive matters.

Information management

The minutes will be stored in virtual secure storage at Moonee Valley City Council.

All contact information for members will be held by the Young, Inclusive & Ageing Communities team in virtual secure storage at Moonee Valley City Council. Contact information will not be circulated with anyone without written consent from member/s.

Communication

- All communication will be conducted via email. Phone calls may be organised if necessary.

Terms of Reference



- Timely communication when possible is valued by this group.

Amendment, modification or variation

These Terms of Reference were reviewed and approved on June 6, 2025.