

# Takatāpui and Rainbow Advisory Council (TRAC) Annual Report

## Purpose

Created in 2021, the Rainbow and Takatāpui Communities Advisory Council is a new advisory group of the Wellington City Council with the purpose to:

- Assist and advise the City Council on how to 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. The Rainbow and Takatāpui Communities Advisory Council are not seen as representing all rainbow people in the city.

## Guiding whakataukī

The group selected the below whakataukī to guide internal and external operations. The whakataukī acknowledges the many voices of the universe, of which none are greater than the other, all are equally important and worthy of recognition. It is through the process of recognising and listening to all communities of Wellington City, that a vibrant and thriving city can be achieved.

*E koekoe te tūī, e ketekete te kākā, e kūkū te kererū.*

*The tūī squawks, the kākā chatters, the kererū coos - it takes all kinds of people.*

## Commitment to Takatāpui

At its inception, the group was named Rainbow Communities Advisory Group (RCAG). Early discussions highlighted the need to explicitly recognise takatāpui communities (a term that is used today to refer to people of minority sexualities, genders, and diverse sex characteristics who are also Māori)

This is in recognition of Te Tiriti o Waitangi (The Treaty of Waitangi). Signed in 1840, we understand Te Tiriti as a legal agreement outlining a relationship between tangata whenua, the people of the land, and tangata tiriti, the people of the Treaty. As such, Māori as the indigenous people of Aotearoa, comprising nations of hapū and iwi, have special status and special rights under Te Tiriti o Waitangi.

TRAC recognises the need for equal representation and meaningful participation of takatāpui communities to fully realise this agreement. TRAC also comprises two takatāpui seats, of which takatāpui members can voluntarily sit.

## **Monthly processes**

TRAC meets for two hours each month. Meetings are conducted online, in Council chambers or a hybrid of these. The agenda typically allows Council representatives to provide an update of Council activities, a guest speaker including open discussion/feedback and the progression of TRAC initiatives.

In preparation for this meeting, co-chairs meet with council staff in advance to reach an agreement on upcoming consultations, and additional reading materials and to discuss the strategic direction of the group.

## **Group composition**

TRAC members have been selected to provide a range and depth of experience concerning the diverse rainbow communities of Wellington City. We do not purport to represent all rainbow and takatāpui people in the city. However, the selection of members has considered the diversity amongst people of minority sexualities, genders, and diverse sex characteristics. This selection also considers the intersectional experiences of members.

### **Council Officers**

Democracy Advisor: Leteicha Lowry

Executive Leadership Team (ELT) member: Karepa Wall

Council Liaison Officer: Vondy Thornton and Stanley Thomas

### **Councillors**

Teri O'Neill

Fleur Fitzsimons (alternate)

### **Membership in 2021/2022**

Natalie Piesse (Co-chair)

Tyler Dunkel (Co-chair)

Ashley Edge

Sam Low

Brodie Fraser

Connor McLeod

Maggie Shippam

Mani Mitchell

Rākau Buchannan

Vinod Bal (appointed July 2022)

Tatyana King-Finau (appointed July 2022)

Carew Paki (appointed July 2022)

Brodie Packer (resigned)

Yobanny Laurean (resigned)

Stanley Thomas (resigned, employed by Council)

## Annual Work Programme: 2021-2022

In the 2021-22 years, TRAC's work programme committed to contributing to Council projects and priorities in the below areas.

### Infrastructure, Education and Development

Vision: WCC's strategic direction, organisational and governing structure is inclusive of rainbow and takatāpui communities.

### Health, Safety, Wellbeing and Accessibility

Vision: The specific health, safety, wellbeing, and accessibility needs of people of minority sexualities, genders, and diverse sex characteristics are widely understood and addressed. Rainbow & takatāpui communities can interact with WCC to the same level as other residents.

### Community, Culture and Visibility

Vision: Rainbow & takatāpui communities experience a sense of social belonging to one another and the wider Wellington community and are widely represented and visible across Wellington City.

### Realising the work programme

To realise the work programme, we requested consultation on strategies and initiatives concerning our priority areas. We also submitted several submissions, formed strategic partnerships, sought additional training and provided guidance and resourcing to staff. This work is outlined below.

### Oral Feedback to Officers; Policies, Strategies and Presentations

DATE	Meeting Topics
21 July 2021	Rainbow Mental Health Project
18 August 2021	Digital Innovation Presentation
15 September 2021	Youth Hub
04 November 2021	Economic Wellbeing Strategy
	Let's Get Wellington Moving
	Draft District Plan
	Cycleways Master Plan & Framework
17 November 2021	Inclusion Strategy
15 December 2021	Economic Wellbeing Strategy

16 February 2022	Wellington Zoo: Rainbow Journey as a CCO
	Draft 10-Year Māori Strategy 2021-2031
16 March 2022	Economic Wellbeing Strategy Update
20 April 2022	Wellington City Council Annual Plan
18 May 2022	Pōneke Promise
15 June 2022	Te Matapihi Central Library Project
	Upcoming Local Body elections
17 August 2022	Community Facilities Review

### **Submissions**

- Annual plan (housing needs of the rainbow community)
- Let's Get Wellington Moving
- Draft District Plan
- A proposed FTE Rainbow Representative Role for Wellington City Council

### **Partnerships**

- Attendance of TRAC at Rainbow Communities Advisory Panel meetings (Advising Auckland Council)
- Attendance of Queer @ Council (Internal Council Rainbow Community) at TRAC meeting
- Attendance at Wellington City Council joint advisory group event

### **Additional training**

- Training on recognising and responding to requests under the Local Government Official Information and Meetings Act (LGOIMA)

### **Additional work and commitments**

- Presentation of rainbow guidelines to Council Controlled Organisations
- Annual joint advisory groups induction evening
- Development of templates, clarity of roles and processes as a new group

## Challenges

### **Limited time per month to progress work programme and build a culture**

Two-hour monthly meetings are a limited timeframe to realise our annual work programme. In addition, opportunities for whakawhānau (the process of establishing relationships) within this timeframe are limited.

### **Investment of time and skill required outside monthly meetings**

To realise the work programme by progressing submissions or TRAC-led initiatives, time is occasionally required of members outside of the monthly meetings. This commitment can be difficult as members are often working or studying full-time.

### **Investment of time and skill to develop TRAC from inception**

The time required to establish group processes, clarify roles and familiarise ourselves with the Wellington City Council structure has been larger than anticipated. This is due to the immense work required to develop an advisory group from inception. However, we expect this to reduce in the following 12 months.

## Reflections

### **Opportunities to collaborate across advisory groups**

In the future, we hope to collaborate more across advisory groups (Youth Council, Pacific Advisory Group, Accessibility Advisory Group and Environmental Reference Group) in recognition of the intersectional experiences of members and shared goals and aspirations.<sup>1</sup>

### **Lack of financial recognition for the above commitments**

Members are paid \$110.00 per meeting for up to 12 meetings per year they attend. Co-chairs are each paid an additional \$20.00 in recognition of the additional responsibilities during and between meetings.

Beyond meeting commitments, members are not financially compensated for time required to realise the work programme. This includes time required of members to write and present submissions, the annual report and work programme, present at external meetings, attendance of induction and some joint-advisory group events and any beneficial relationship building.

Additionally, the sharp increase in inflation and cost of living in Wellington City is not reflected in the above rates.

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<sup>1</sup> The concept of intersectionality describes how systems of inequality based on gender, race, ethnicity, sexual orientation, gender identity, disability, class and other forms of discrimination “intersect” to create unique dynamics and effects.

## **Successes**

### **Rainbow guidelines to Council Controlled Organisations**

In March 2022, TRAC presented to Council Controlled Organisations (CCOs) a set of Rainbow guidelines. The guidelines are structured around TRAC's priority areas and are intended to support CCOs to align themselves more closely with the rainbow community of Wellington. The guidelines are designed as a 'starting point' with the offer of further support when they are ready to progress further. These guidelines are attached in **Appendix 1**.

### **Submission of a proposed FTE Rainbow Representative Role for Wellington City Council**

In May 2022, TRAC submitted a proposal to Wellington City Council to develop a 1.0 FTE Senior Advisor, Rainbow & Takatāpui Inclusion. This is in recognition that groups such as TRAC and Queer at Council can provide expert advice but do not have the scope to operationalise rainbow and takatāpui initiatives nor lead a strategic approach to rainbow and takatāpui inclusion. The proposal calls for further investment in thought-leadership, management, and oversight in the area of rainbow and takatāpui inclusion within Wellington City Council and is attached in **Appendix 2**.

The proposal is currently in consideration with Human Resources and we ask that the Council support the Executive in the development of this role.

### **The mobilisation of a diverse, skilful and passionate group of people, motivated to support the Wellington City Council to best provide for the rainbow communities of Wellington**

It is no easy feat to develop an advisory group from inception and has only been possible by the unwavering dedication of Wellington City Council Councillors, the Council Executive staff, TRAC Co-chairs and members. Because of their commitments, we have had a fantastic year realising our work programme, advising on multiple strategies and initiatives, forming relationships and advocating for the rainbow communities across multiple platforms.

## **Acknowledgements**

TRAC would like to thank the council officers who have taken their time to engage with TRAC or consult on work programmes. We look forward to the process of re-engaging to see how our advice has supported your work.

In particular, TRAC would like to thank Council Officer Vondy Thornton for their commitment to supporting TRAC, particularly at inception, their availability to Co-chairs, attending meetings and for championing rainbow voices in the Executive.

We have received ample support from within the Executive including secretariat support from Claire Barlow and Alisi Puloka and democratic support from Damian Storey and Sean Johnson.

We would also like to thank Karepa Wall for his considered guidance at a leadership level and support in advocating for TRAC proposals and initiatives.

We look forward to another successful year working together to support Wellington Rainbow Communities.

## **Annual Work Programme: 2022-2023**

In the 2022-23 year, TRAC intends to continue its strategic direction by contributing to Council projects and strategies in the following areas. While there has been some consultation in the past year on the below, further consultation is required to fully realise the work programme.

### **Infrastructure, Education and Development**

Strategic direction: WCC's strategic direction, organisational and governing structure is inclusive of rainbow and takatāpui communities.

Specific plans and strategies include:

- WCC's Inclusion Strategy
- WCC's Talent & Acquisition Strategy
- Project OtO (Councils staff onboarding and offboarding processes)
- Any forthcoming diversity and inclusion implementation plans.

### **Health, Safety, Wellbeing and Accessibility**

Strategic direction: The specific health, safety, wellbeing, and accessibility needs of people of minority sexualities, genders, and diverse sex characteristics are widely understood and addressed. Rainbow & takatāpui communities can interact with WCC to the same level as other residents.

Specific plans and strategies include:

- Urban Design & City Safety – the Pōneke Promise
- Te Mahana and the Housing Strategy
- Frank Kitts Park Redevelopment
- Our Capital Spaces Plan
- Any other initiatives or Strategic Projects affecting city safety/vulnerable communities.

## **Community, Culture and Visibility**

Strategic direction: Rainbow & takatāpui communities experience a sense of social belonging to one another and the wider Wellington community and are widely represented and visible across Wellington City.

Specific plans and strategies include:

- Te Matapihi Project, the Youth Hub
- Community Facilities Review
- Any forthcoming facility plans/reviews
- Engagement with Queer at Council and other WCC Employee-Led Networks
- Further alignment of WCC Funding, Arts & Events with the Social Wellbeing Framework.

This work plan is not prescriptive, and the group may work on projects outside of these priorities.



# **Appendix 1: Rainbow Guidelines for Wellington City Council-controlled Organisations (CCOs)**

**Developed by the Wellington City Council Takatāpui and Rainbow Advisory Council (TRAC)**

Established in 2021 and comprising 12 members, the purpose of TRAC is to assist and advise the City Council on how to grow a great City where diverse rainbow and takatāpui people and communities thrive. The below guidelines were developed to reflect TRAC's annual work plan priority areas. Specific initiatives to support the priority areas are included in below.

## **1. Infrastructure, Education and Development**

CCOs strategic direction, organisational and governing structure is inclusive of rainbow and takatāpui communities.

## **2. Health, Safety, Wellbeing and Accessibility**

The specific health, safety, wellbeing, and accessibility needs of people of minority sexualities, genders, and diverse sex characteristics are widely understood and addressed in CCOs. Rainbow & takatāpui communities can interact with CCOs to the same level as other residents.

## **3. Community, Culture and Visibility**

Rainbow & takatāpui communities experience a sense of social belonging to one another and the wider Wellington community and are widely represented and visible across Wellington City.

## **Initiatives to support priority areas**

### **1. Infrastructure, Education and Development**

- Recruitment processes are safe and inclusive for rainbow and takatāpui applicants
- Rainbow and takatāpui populations are explicitly targeted in policy, such as staff conduct policy, or leave schemes
- Senior leadership are inclusive and diverse and there are clear pathways for queer people to advance to leadership positions
- Senior leadership regularly consider the development of rainbow and takatāpui inclusion, and are consulting with their organisation's rainbow and takatāpui community
- Regular reporting of steps organisations have made towards rainbow and takatāpui inclusion is conducted

- Any initiatives targeting rainbow and takatāpui communities are delivered by capable staff whose time and effort is compensated by the organisation- when appropriate, this effort is reflected contractually
- Roles with support elements are given additional development to best aid rainbow and takatāpui communities
- Funding is made available for initiatives under each priority area
- Gender, Sex, and Sexuality workshops/modules for staff are developed/made available, attended, and promoted at every tier level
- Informational resources are available to all staff
- Indigenous perspectives on sexuality, sex, and gender identity are addressed and well-understood.

## **2. Health, Safety, Wellbeing and Accessibility**

- Digital and physical infrastructure and facilities (such as forms, bathrooms, and communications) are inclusive
- The specific health needs of gender minorities and transgender staff are both well-understood and supported by the organisation
- It is a safe, simple, and supportive process to transition as a transgender employee within an organisation
- Rainbow and takatāpui inclusion is demonstrably prioritised in health, safety, and wellbeing planning
- Surveying and monitoring to understand rainbow & takatāpui belonging at the organisation is undertaken regularly.

## **3. Community, Culture and Visibility**

- Regular communications about rainbow and takatāpui inclusion are delivered
- Social and networking opportunities for rainbow & takatāpui communities are developed and implemented
- Rainbow and takatāpui community networks are well-supported and resourced
- Wider community relationships are established and strengthened
- The organisation regularly promotes, supports, or develops events for rainbow and takatāpui communities
- A diverse range of rainbow & takatāpui staff and clients are present and visible throughout the organisation.

# Appendix 2: Senior Advisor, Rainbow & Takatāpui Inclusion Proposal

18 May 2022

Tēnā koutou,

Rainbow and takatāpui people are overrepresented in Wellington, accounting for 11% of the total population, and 16% of Aotearoa's LGBT+ population<sup>2</sup>. The LGBT+ population faces disproportionate levels of mental distress and housing insecurity. This has prompted a range of equity and inclusion initiatives across Aotearoa in schools, universities, district health boards, private organisations, and several government agencies such as the Ministry of Health, Ministry of Youth Development and Ministry of Education.

This document highlights the current landscape for rainbow and takatāpui inclusion at Wellington City Council. It presents areas for development and proposes the establishment of an advisory role to lead rainbow and takatāpui inclusion. Ultimately, with the goal to support safe and inclusive communities in Wellington for all its residents and visitors.

TRAC hopes that this proposal will be carefully considered by WCC and welcomes further discussion at our monthly meetings.

Ngā mihi nui,

Members of the Takatāpui & Rainbow Advisory Council

## Rainbow & Takatāpui Inclusion at WCC

TRAC (formerly Rainbow Communities Advisory Group) was formed in 2021. Its purpose is to:

- Assist and advise the City Council on how to help grow a great city where diverse rainbow people 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.

Members of TRAC have developed a 2021-2022 work plan, which broadly advises on the development of the following areas for rainbow and takatāpui communities:

1. **Infrastructure, Education, and Development** - WCC's strategic direction, organisational, and governing structure is inclusive of rainbow and takatāpui communities.

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<sup>2</sup> [Statistics New Zealand, The LGBT+ Population of Aotearoa \(2020\)](#)

2. **Health, Safety, Wellbeing, and Accessibility** - the specific health, safety, wellbeing, and accessibility needs of people of minority sexualities, genders, and diverse sex characteristics are widely understood and addressed. Rainbow & takatāpui communities can interact with WCC to the same level as other residents.
3. **Community, Culture, and Visibility** - rainbow and takatāpui communities experience a sense of social belonging to one another and the wider Wellington community and are widely represented and visible across Wellington City.

WCC has undertaken a small range of initiatives within each of these areas of development. For example:

- The establishment of TRAC for WCC (1)
- The establishment of Queer at Council for WCC rainbow and takatāpui staff (1;3)
- Some changes made to systems and processes that record gender (2)
- Some funding provided to rainbow community organisations such as InsideOUT Kōaro (1;2;3)
- Funding and support provided for the purpose of pride-related events.

### **Gaps and current limitations (areas for development)**

While some work has been achieved, rainbow and takatāpui inclusion at WCC requires further targeted direction, support, and resourcing. While TRAC and Queer at Council can provide advice, suggestions, and general feedback, neither group has the capacity nor structural support to implement a range of necessary initiatives for the benefit of WCC. While a number of gaps and areas for development have been presented to TRAC, Queer at Council, and WCC (see below), it is our understanding that there is currently limited scope within these groups to manage and resource initiatives.

Examples of proposed initiatives include:

- A stock-take of all current work/engagement with rainbow and takatāpui inclusion undertaken by WCC
- A literature scan of City Council approaches to rainbow and takatāpui inclusion
- An exploration of rainbow accreditation for WCC e.g., Rainbow Tick, Pride Pledge
- The provision of rainbow & takatāpui development workshops for WCC staff
- A project to improve rainbow and takatāpui housing statistics in Wellington
- A review and improvements plan for inclusive and accessible facilities for gender minorities
- A review and improvements plan for inclusive and accessible WCC systems for rainbow and takatāpui communities (e.g., forms, recruitment)
- Stronger engagement in and support for rainbow and takatāpui community events
- Support and advice to Council Controlled Organisations (CCO's) on rainbow and takatāpui inclusion
- The development of a strategy and/or framework for rainbow and takatāpui inclusion.

### **Proposal**

While groups such as TRAC and Queer at Council provide expert advice, they do not have the scope to operationalise rainbow and takatāpui initiatives nor lead a strategic approach to rainbow and takatāpui inclusion.

This proposal calls for further investment in thought-leadership, management, and oversight in rainbow and takatāpui inclusion within WCC.

### **Senior Advisor, Rainbow & Takatāpui Inclusion**

#### ***Proposed description***

TRAC recommends the development of a Senior Advisor, Rainbow & Takatāpui Inclusion role. It is recommended that this role maintains a leadership function to develop and implement a series of projects for rainbow and takatāpui community inclusion. We recommend the Advisor be available to provide culturally and professionally sound support and guidance to WCC staff and CCO's where appropriate. Further, the Advisor may collaborate with the members of TRAC and Queer at Council, and work to strengthen their voices within the Council. We recommend the Advisory role extends beyond operationalising initiatives, providing a strategic approach to Te Tiriti and rainbow inclusion commitments as daily practice across WCC.

#### ***Proposed strategic commitments***

The Advisory role as outlined below has broad implications for WCC. For example, we have identified that this proposed position aligns with the following strategic objectives and is intended to support future strategy design and delivery.

##### *Tūpiki Ora: Māori Strategy (2022)*

A commitment to Te Tiriti o Waitangi expects a commitment to all Māori. This includes takatāpui who are, irrevocably, part of the whānau. Recognising that mana ōrite, and equity is a principle of this strategy, the Strategy has already moved to include takatāpui voices and perspectives within its short-term and high-level actions (see the whānau toiora).

##### *Children and Young People Strategy (2021)*

Alongside the above, a commitment to our rangatahi means committing to all young people - including those rainbows and takatāpui. This strategy works to build relationships with diverse groups of young people (6.1), and to creatively establish new and diverse partnerships.

##### *Positive Aging Policy (2012)*

This document works to recognise and value our city's diversity, and to promote and support the diversity of, and contributions made, by older people (see principles, outcomes).

#### ***Proposed objectives***

- Lead the delivery of infrastructure, education, development, and accessibility initiatives.
  - Review and provide input into Council decision making at a strategic and tactical level
  - Lead rainbow and takatāpui community consultation for the Council.
  - Provide thought-leadership to members of the Council via education and development opportunities.
  - Collaborate with other areas of the Council and stakeholders to identify, evaluate, and address key

systems, services, processes, and facilities inaccessible to rainbow and takatāpui communities.

- Manage and support the delivery of inclusive health, safety, wellbeing, community, culture, and visibility initiatives.
  - In collaboration with Council staff, work to ensure that engaging with WCC is a positive experience for rainbow and takatāpui communities.
  - Support staff to ensure that rainbow and takatāpui-oriented initiatives are culturally competent, intersectionally designed, accessible, and Tiriti-led.
  - Provide guidance on the positive representation and visibility of rainbow and takatāpui communities throughout WCC.
  - Review the delivery of communications and events targeted at rainbow and takatāpui communities from the Council.
- Advise and promote, on an ongoing basis, understandings of rainbow and takatāpui inclusion.
  - Advise on Council policy, practices, guidelines, and service delivery.
  - Provide WCC members with up-to-date information and advice on working with rainbow and takatāpui communities.
  - Promote a Tiriti-led rainbow and takatāpui programme of work with measurable benefits.
  - Advocate for rainbow and takatāpui inclusion across the Council.

#### **Proposed outcomes**

- Initiatives are delivered by Council that enhance rainbow and takatāpui inclusion.
- Rainbow and takatāpui inclusion are built into WCC culture, systems, and practices.
- Rainbow and takatāpui communities are supported, represented, and feel a sense of belonging to the wider city.
- WCC members are given the advice and support required to work with and understand rainbow and takatāpui inclusion within the organisation.