



CITY OF HOBART

AGENDA

Community, Culture and Events Committee Meeting

Open Portion

Wednesday, 4 December 2019

at 5:30 pm

Lady Osborne Room, Town Hall

THE MISSION

Working together to make Hobart a better place for the community.

THE VALUES

The Council is:

People	We value people – our community, our customers and colleagues.
Teamwork	We collaborate both within the organisation and with external stakeholders drawing on skills and expertise for the benefit of our community.
Focus and Direction	We have clear goals and plans to achieve sustainable social, environmental and economic outcomes for the Hobart community.
Creativity and Innovation	We embrace new approaches and continuously improve to achieve better outcomes for our community.
Accountability	We work to high ethical and professional standards and are accountable for delivering outcomes for our community.

ORDER OF BUSINESS

Business listed on the agenda is to be conducted in the order in which it is set out, unless the committee by simple majority determines otherwise.

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**Community, Culture and Events Committee Meeting (Open Portion) held
Wednesday, 4 December 2019 at 5:30 pm in the Lady Osborne Room, Town
Hall.**

COMMITTEE MEMBERS

Harvey (Chairman)
Sexton
Dutta
Ewin
Sherlock

Apologies:

Leave of Absence:

Alderman Dr P T Sexton

NON-MEMBERS

Lord Mayor Reynolds
Deputy Lord Mayor Burnet
Zucco
Briscoe
Thomas
Denison
Behrakis

**1. CO-OPTION OF A COMMITTEE MEMBER IN THE EVENT OF A
VACANCY**

2. CONFIRMATION OF MINUTES

The minutes of the Open Portion of the Community, Culture and Events Committee meeting held on [Wednesday, 6 November 2019](#), are submitted for confirming as an accurate record.

3. CONSIDERATION OF SUPPLEMENTARY ITEMS

Ref: Part 2, Regulation 8(6) of the *Local Government (Meeting Procedures) Regulations 2015*.

Recommendation

That the Committee resolve to deal with any supplementary items not appearing on the agenda, as reported by the General Manager.

4. INDICATIONS OF PECUNIARY AND CONFLICTS OF INTEREST

Ref: Part 2, Regulation 8(7) of the *Local Government (Meeting Procedures) Regulations 2015*.

Members of the committee are requested to indicate where they may have any pecuniary or conflict of interest in respect to any matter appearing on the agenda, or any supplementary item to the agenda, which the committee has resolved to deal with.

5. TRANSFER OF AGENDA ITEMS

Regulation 15 of the *Local Government (Meeting Procedures) Regulations 2015*.

A committee may close a part of a meeting to the public where a matter to be discussed falls within 15(2) of the above regulations.

In the event that the committee transfer an item to the closed portion, the reasons for doing so should be stated.

Are there any items which should be transferred from this agenda to the closed portion of the agenda, or from the closed to the open portion of the agenda?

6. REPORTS

6.1 Aboriginal Commitment and Action Plan - Final Endorsement File Ref: F19/148650; 17/225

Report of the Community Participation Coordinator and the Director
Community Life of 28 November 2019 and attachments.

Delegation: Council

**REPORT TITLE: ABORIGINAL COMMITMENT AND ACTION PLAN -
FINAL ENDORSEMENT****REPORT PROVIDED BY:** Community Participation Coordinator
Director Community Life**1. Report Purpose and Community Benefit**

1.1. The purpose of this report is to present Council with findings from the community and stakeholder engagement on the draft Aboriginal Commitment and Action Plan (ACAP) and to seek Council adoption of the final document.

1.1.1. The Aboriginal Commitment and Action Plan will provide a much needed policy setting and action plan to guide the City's work in relation to Aboriginal people and heritage in Tasmania.

1.1.2. The Aboriginal Commitment and Action Plan demonstrates leadership on reconciliation in Tasmania and shows the importance and value in reconciliation to the broader community, thereby increasing our reputation as an inclusive, proactive and connected city.

2. Report Summary

2.1. At its meeting held on 21 October 2019, the Council resolved that:

- '1. The Council endorse the draft Aboriginal Commitment and Action Plan, marked as Attachment A to item 6.2 of the Open Community Culture and Events Committee agenda of 9 October 2019, to be released for broad community engagement.
2. A further report to be provided detailing the outcome of the community engagement, endorsement from Reconciliation Australia and the final document for Council approval.'

2.2. During the development of the draft ACAP, the focus of engagement was on Aboriginal stakeholders and Council employees. Although there were aspects of broader engagement, this approach was deliberate, given the plan is predominantly about the relationship between the City of Hobart, as an organisation, and Aboriginal people.

2.2.1. A detailed report of the engagement process during the development phase of the draft is shown at **Attachment A** to this report.

2.3. In line with the Council resolution, the draft ACAP was open for broad community and stakeholder engagement from 21 October 2019 to 15 November 2019.

- 2.3.1. The draft was provided on Your Say Hobart, and community members could comment as an individual and/or as a representative of an organisation. Comments were also invited via email or written submission.
- 2.3.2. The opportunity to read the draft and comment was promoted using a number of methods including Facebook, CoH website, Yammer, CoH updates, direct email and hard copies were available upon request.
- 2.3.3. A direct email, inviting input and comment through the Your Say survey or by email, was also sent to Aboriginal people and organisations who had provided input or had shown an interest during the development phase of the ACAP.
- 2.3.4. The project team also provided information sessions for City of Hobart staff, at both Town Hall and the Bushlands Depot, to provide an opportunity for staff to ask questions about the plan and provide feedback.
- 2.3.5. The project team reviewed the Your Say data, producing a Broad Community Engagement Report on phase two of the engagement process. This engagement report is shown at **Attachment B** to this report.
- 2.4. Engagement with the draft ACAP showed a high level of interest, with 326 visits to the Your Say Hobart page, 183 downloads of the draft, 44 responses to the survey, 14 email responses and 31 staff attending an information session.
 - 2.4.1. Survey and email responses were predominantly positive with 79 per cent supportive of the Commitment and 74 per cent supportive of the Action Plan.
 - 2.4.2. Responses from the community highlighted the fact that this issue is one that brings diverse views and opinions.
- 2.5. The draft ACAP with the suggested amendments following community engagement has been provided to Reconciliation Australia for their consideration. They suggested minor amendments that have been incorporated into the final draft document.
 - 2.5.1. Reconciliation Australia has formally advised that they will endorse this document as a Reflect RAP upon receipt of the final Council approved document.
- 2.6. The draft ACAP has been updated to reflect comments and findings from the broad community engagement and also with recommendations from Reconciliation Australia.

- 2.6.1. Key changes to the ACAP are predominantly grammatical alterations such as capitalisation and sentence structure. A small number of other minor amendments have been made to the document in response to community feedback.
- 2.6.2. The following deliverable has been added to Action 14, in line with the Council resolution of 23 October 2017:

'Continue to advocate for a change in the date of Australia Day and support the Tasmanian Aboriginal Community's Invasion Day Protest on 26 January in Hobart as appropriate.'
- 2.6.3. The fourth deliverable under Action 7 has been amended to include consideration of the provision of Aboriginal messaging for new residents.
- 2.7. The final document for Council endorsement can be found in **Attachment C** of this report.
- 2.8. The original artwork by Tasmanian Aboriginal Artist Allan Mansell that was commissioned for the ACAP will be presented to Council at its meeting on 16 December.

3. **Recommendation**

That the Council endorse the final Aboriginal Commitment and Action Plan January 2020 – January 2022 for implementation.

4. **Background**

- 4.1. The City of Hobart has long been committed to social inclusion, with varying degrees of focus on issues pertaining to Aboriginal people. Work over the past decades has been guided by the *Aboriginal Strategy 2002*.
- 4.2. A project to develop a new guiding framework was initiated based on increasing momentum behind the City's work with Aboriginal communities in and around Hobart. It became clear that the 2002 strategy should be updated or re-worked to reflect deepening relationships and greater shared ambitions between Aboriginal community members and the City of Hobart.
 - 4.2.1. In 2018, Reconciliation Tasmania approached the City of Hobart, suggesting that the City create a Reconciliation Plan (RAP). RAPs are a nationally-recognised framework, created by Reconciliation Australia, which have been adopted by cities and organisations around Australia.

- 4.2.2. In February 2019, the Council endorsed the recommendation to develop a RAP to replace the *Aboriginal Strategy 2002* and guide the City of Hobart's work in Aboriginal Programs.
- 4.3. The particular context of Hobart and Tasmania made the project approach especially important. For many years, Tasmania has been relatively silent about its Aboriginal history, and, in particular, the devastating impacts of colonialism on Aboriginal people.
- 4.3.1. This history made the project and process to create a new action plan especially important - it needed to be unique to Hobart and Tasmania and the outcomes needed to face these experiences and deeply consider ways of moving forward together.
- 4.4. The aims of the project to develop a RAP were to:
- develop a plan that will provide a solid policy framework and action commitments to guide Council's work in this area;
 - demonstrate to Tasmanian Aboriginal people that the City of Hobart is a committed partner;
 - deepen the City's engagement with Aboriginal people, thereby laying the foundations for strong future collaboration;
 - improve social inclusion and participation outcomes for Aboriginal people in Hobart;
 - increase the visibility of Aboriginal people, language, heritage and culture across Hobart, for residents and visitors; and
 - show leadership on reconciliation in Tasmania and demonstrate the importance and value of reconciliation to the broader community, thereby increasing our reputation as an inclusive, proactive and connected place.

Engagement Process

- 4.5. During the development of the draft, the project team took a flexible, responsive and collaborative approach toward the project and community engagement. The team aimed to respond to community, have open conversations, continually seek feedback and clarification, approach conversations with respect and an open mind and maintain rigour throughout.
- 4.5.1. This approach was designed to create a document that both the City of Hobart and Aboriginal communities could stand by, as it would be built on relationships and mutual trust and understanding.

- 4.6. The engagement plan combined broad community engagement methodologies alongside activities targeted at key stakeholders. A detailed report of the engagement process during the development of the initial draft and findings can be found in Attachment A to this report.
- 4.7. Following approval at its meeting of 9 October 2019, the draft plan was released for broad community engagement.
 - 4.7.1. The draft was provided on Your Say Hobart, and community members could comment as an individual and/or as a representative of an organisation. Comments were also invited via email or written submission.
 - 4.7.2. The opportunity to read the draft and comment was promoted using a number of methods including Facebook, CoH website, Yammer, CoH updates, direct email and hard copies were available upon request.
 - 4.7.3. A direct email, inviting input and comment through the Your Say survey or by email, was also sent to Aboriginal people and organisations who had provided input or had shown an interest during the development phase of the ACAP.
 - 4.7.4. The project team also provided information sessions for City of Hobart staff, at both Town Hall and the Bushlands Depot, to provide an opportunity for staff to ask questions about the plan and provide feedback.
- 4.8. The project team reviewed the Your Say data, producing a Broad Community Engagement Report on phase two of the engagement process. This engagement report is shown at Attachment B.
- 4.9. Engagement on the draft ACAP showed a high level of interest, with 326 visits to the Your Say Hobart page, 183 downloads of the draft, 44 responses to the survey, 14 email responses and 31 staff attending an information session.
 - 4.9.1. Survey and email responses showed a high level of support for the ACAP with 79 per cent supportive of the Commitment and 74 per cent supportive of the Action Plan.
 - 4.9.2. Responses from the community highlighted the fact that this issue is one that brings diverse views and opinions.

Final Document

- 4.10. Key changes to the ACAP are predominantly grammatical alterations such as capitalisation and sentence structure. A small number of other minor amendments have been made to the document in response to community feedback.

4.10.1. The Community Engagement overview on page 11 has been updated to include the Your Say survey participants.

4.10.2. The following deliverable has been added to Action 14:

'Continue to advocate for a change in the date of Australia Day and support the Tasmanian Aboriginal Community's Invasion Day Protest on 26 January in Hobart as appropriate.'

4.10.3. The above addition is in line with the Council resolution of 23 October 2017, that:

- '1. The Council commit to the non-politicisation and continuation of all citizenship ceremonies it conducts. Thereby, the citizenship ceremony on 26 January will be conducted in accordance with the Department of Immigration and Border Protection's Australian Citizenship Ceremonies Code.
2. The Council officially support a change of date for Australia Day, to be held on a day other than 26 January, advocated by:
 - (i) Officially supporting and becoming part of the national #changethedate campaign;
 - (ii) Submitting the following motion to the next Local Government Association of Tasmania (LGAT) General Meeting, "That LGAT lobby the Australian Government to change the date of Australia Day.";
 - (iii) Joining with other Australian councils that support a change of date from 26 January, to lobby the Australian Government via jointly prepared correspondence, in line with the resolution passed by the National General Assembly of Local Government in June 2017; and
 - (iv) Aldermen participating in the Tasmanian Aboriginal Community's Invasion Day Protest on 26 January in Hobart, with the City providing event support, if required.
3. The Council seek ways to further engage with the Tasmanian Aboriginal Community.
4. The Council continue to sponsor and support the Sandy Bay Regatta.'

4.10.4. The fourth deliverable under Action 7 has been amended to include consideration of the provision of Aboriginal messaging for new residents.

4.10.5. Actions 19 and 20 have been combined to improve document flow.

- 4.10.6. Information relating to kunanyi and Timtumili Minanya have been added to the Glossary and Terminology Guide on page 22.

5. Proposal and Implementation

- 5.1. Subject to Council endorsement, it is proposed to undertake a launch and commence implementation of the Aboriginal Commitment and Action Plan in January 2020.
- 5.2. Implementation of the actions identified in the ACAP will be coordinated by City Life staff in conjunction with the ACAP working group that includes staff from across the organisation.
- 5.3. ACAP progress will be reported publicly to Aboriginal partners, Reconciliation Australia, City of Hobart staff, Elected Members and senior leaders annually.

6. Strategic Planning and Policy Considerations

- 6.1. The Aboriginal Commitment and Action Plan strongly aligns with and directly responds to the Council endorsed *Hobart: A community vision for our island capital*, in particular, to the following pillars:
- '2.1 - We celebrate Tasmanian Aboriginal community, heritage and culture.
 - 2.1.1 - We recognise the Tasmanian Aboriginal community and their heritage and culture as the foundation of this place.
 - 2.1.2 - We acknowledge the darkness of our shared history and work toward authentic reconciliation.
 - 2.1.3 - We support the Tasmanian Aboriginal community to practise their traditions, skills and customs so they may be passed on to future generations.
 - 2.1.4 - Our city learns from the original and continuing custodians of this land. We support projects and programs that educate us all.
 - 3.3.4 - We celebrate Tasmanian Aboriginal culture and creative endeavours, supporting and participating in them as core to this place and community.'
- 6.2. The ACAP aligns with the following strategic objectives of the *Capital City Strategic Plan 2019-29*:
- '1.1.2 - Create opportunities for people to connect to place, supporting spiritual and cultural customs and practices.
 - 2.1.1 - Demonstrate leadership in Aboriginal social justice in partnership with Aboriginal people.

- 2.1.2 - Highlight Tasmanian Aboriginal history and culture, including acknowledgement of the darkness of our shared experience, through interpretation, naming, arts and events.
 - 2.1.3 - Engage with Aboriginal people on how they want the city to work with them.
 - 2.2.4 - Review and implement cross-cultural diversity, equal access and other awareness learning opportunities for staff.
 - 3.2.3 - Support Tasmanian Aboriginal people to develop initiatives that enable creative and cultural practice.
 - 3.2.4 - Support creative and cultural initiatives that invite people to engage with Tasmanian Aboriginal history and culture.
 - 6.2.4 - Care for Tasmanian Aboriginal sites, resources and landscapes in collaboration with Tasmanian Aboriginal People.
 - 6.2.5 - Engage with Tasmanian Aboriginal people to develop opportunities for undertaking cultural practices in Hobart's bushland.
 - 8.3.2 - Promote diversity in the City's staff and volunteers.'
- 6.3. An ACAP strongly aligns with the City of Hobart Social Inclusion Strategy 2014-2019 and Aboriginal Strategy 2002.

7. Financial Implications

- 7.1. Funding Source and Impact on Current Year Operating Result
- 7.1.1. All actions to be undertaken in the current financial year will be delivered through the existing budget allocations.
- 7.2. Impact on Future Years' Financial Result
- 7.2.1. There are various actions included in the ACAP that may require additional funding in future years. These actions will be considered as part of future budget preparation.

8. Legal, Risk and Legislative Considerations

- 8.1. We acknowledge that relationships with the Tasmanian Aboriginal community have historically been challenging for Council, particularly given the complex nature of the Aboriginal community in Tasmania.
- 8.1.1. To mitigate the risks a thorough community engagement and communications plan has been developed in collaboration with the communications team and the community engagement team to ensure that the methodologies utilised have been appropriate.
- 8.2. It is noted that engagement on issues relating to Aboriginal culture, language, identity and recognition have the potential to bring strong public opinion and debate.

9. Environmental Considerations

9.1. There are a number of actions included in the plan relating to the usage of the natural environment to strengthen cultural connection for Aboriginal people and the broader community.

9.1.1. One of the commitments within the plan is recognising and valuing the strong spiritual connection that Aboriginal people have to this place.

10. Social and Customer Considerations

10.1. An Aboriginal Commitment and Action Plan has the following expected social outcomes:

10.1.1. Demonstrating to Tasmanian Aboriginal people that the City of Hobart is a committed partner.

10.1.2. Deepening the Council's engagement with Aboriginal communities, thereby laying the foundations for strong future collaboration.

10.1.3 Increasing the visibility of the Aboriginal community, language, heritage and culture across Hobart, both for residents of and visitors to our City.

10.1.4 Showing leadership on reconciliation in Tasmania and demonstrating the importance and value in reconciliation to the broader community thereby increasing our reputation as an inclusive, proactive and connected City.

11. Marketing and Media

11.1. It is anticipated that there will be positive media and marketing opportunities aligned with this project and its launch in January 2020.

11.1.1. A media and communications plan has been developed for this project in collaboration with the Communications Team.

12. Community and Stakeholder Engagement

12.1. Engagement and consultation on the Aboriginal Commitment and Action Plan was undertaken in collaboration with the Engaged Communities team, project consultants and the internal Working Group.

12.2. The report detailing the engagement through phase one of the development of the draft is shown at Attachment A.

12.3. The report detailing the broad community engagement through phase two is shown at Attachment B.

13. Delegation

13.1. This is a matter for the Council's determination.

As signatory to this report, I certify that, pursuant to Section 55(1) of the Local Government Act 1993, I hold no interest, as referred to in Section 49 of the Local Government Act 1993, in matters contained in this report.



Sophie Calic
**COMMUNITY PARTICIPATION
COORDINATOR**



Tim Short
DIRECTOR COMMUNITY LIFE

Date: 28 November 2019
File Reference: F19/148650; 17/225

Attachment A: Initial engagement report ↓
Attachment B: Broad community engagement report ↓
Attachment C: Final ACAP January 2020-January 2022 ↓

ABORIGINAL COMMITMENT AND ACTION PLAN

Engagement Report

EXECUTIVE SUMMARY

This engagement report outlines the approach to and findings from engagement to create a Reconciliation Action Plan (RAP) for the City of Hobart.

In-depth engagement was undertaken to inform the draft. The engagement is described in Section 2 and included:

- In-depth conversations with 22 Aboriginal stakeholders, including individuals and representatives of 11 organisations
- An employee survey, with 99 respondents
- Employee workshops, with 72 participants
- A working group with 16 members from across divisions
- Workshops and conversations with elected members
- One forum that the wider community could attend

Engagement was designed to gather responses to an indicative set of questions, as well as to create the space for other themes and ideas to emerge.

The findings were profound and provided in-depth guidance to create the plan. Interview data were analysed manually and using MAXQDA analysis software. Key themes were:

- **Truth, treaty and visibility:** truth-telling, William Crowther, treaty, naming, language
- **Walking together:** relationships and engagement, events and programs, bravery and confidence, long-term commitment
- **Cultural safety:** cultural safety, Acknowledgement and Welcome, flag flying, plaques
- **Inclusion and equity:** voice, (anti-)discrimination, employment, cultural awareness training, cultural leave
- **Governance and accountability:** Council as an institution, format, implementation, measurement
- **Focus areas:** art, bushland, tourism

The findings were used to inform the structure and content of the plan. Details of these themes and a discussion of how they were applied can be found in Sections 3 through 9.

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1. BACKGROUND

The City of Hobart has long been committed to social inclusion with varying degrees of focus on issues pertaining to Aboriginal people and culture. Work over the past decades has been guided by the City of Hobart Aboriginal Strategy 2002 and includes:

- consulting with Aboriginal people on projects of significance
- recognising significant events including NAIDOC Week and Reconciliation Week by attending community events, holding City of Hobart events and flying the Aboriginal Flag
- providing cultural awareness training to staff and Elected Members
- employment of an identified Community Development Officer – Aboriginal
- provision of an Acknowledgement of Country or Welcome to Country at all major events
- projects to increase Aboriginal content in signage and interpretation across the city
- public art installations reflecting Aboriginal history and culture
- supporting the participation of Aboriginal individuals, groups and organisations in the life of the city, including in major events such as the Christmas Pageant and Taste of Tasmania
- supporting Aboriginal community and cultural activity through the grants program.

In recent years, the City's work with Aboriginal people has increased, and relationships have developed and deepened. Given the age of the 2002 strategy, it was determined to be timely to undertake a project to create a new document or approach to this work, to provide stronger guidance and ambition for the future.

In 2018, Reconciliation Tasmania approached the City of Hobart, suggesting that the City create a Reconciliation Plan (RAP). RAPs are a nationally-recognised framework, created by Reconciliation Australia, that have been adopted by cities and organisations around Australia.

RAPs are not as widely used in Tasmania as elsewhere, for a range of reasons, for example, because Reconciliation Tasmania is a fairly new organisation and the term 'reconciliation' has negative connotations for some Aboriginal people. However, it was thought that working with a national framework could have advantages in terms of positioning Hobart to participate in broader conversations about work in this space.

Council endorsed the recommendation to create a new guiding document, a Reconciliation Action Plan for the City of Hobart on 18 Feb 2019. The aim was to create a strategic document that would support the City's business plan and include practical actions to drive the City of Hobart's work with Aboriginal people, both internally and in the communities in which the City operates. This document would replace the 2002 strategy and pertain to the City's work with Aboriginal people, rather than being focused on Hobart communities more broadly.

The particular context of Hobart and Tasmania made the project approach especially important. For many years, Tasmania has been relatively silent about its Aboriginal history, and, in particular, the devastating impacts of colonialism on Aboriginal people. The idea that Truganini was the 'last' Tasmanian Aboriginal person has continued to dominate and proliferate, leading to a lack of understanding about continuing Tasmanian Aboriginal culture within Tasmania and Australia, as well as overseas. This history made the project and process to create a new action plan especially important – it needed to be unique to Hobart and Tasmania and the outcomes needed to face these experiences and deeply consider ways of moving forward together.

The project objectives were to:

- develop an innovative RAP that will provide a solid policy framework and action commitments to guide Council's work in this area
- demonstrate to Tasmanian Aboriginal communities that the City of Hobart is a committed partner
- deepen the City's engagement with Aboriginal communities, thereby laying the foundations for strong future collaboration
- improve social inclusion and participation outcomes for Aboriginal people in Hobart
- increase the visibility of Aboriginal communities, language, heritage and culture across Hobart, for residents and visitors
- show leadership on reconciliation in Tasmania and demonstrate the importance and value of reconciliation to the broader community, thereby increasing our reputation as an inclusive, proactive and connected place.

Engagement for the project, described in Section 2, with findings outlined through the remainder of this report, was designed to reflect these aims. Engagement sought to not just lead to a new plan but to create opportunities for meaningful conversations about the past, present and future of relationships between Aboriginal people and the City of Hobart.

A major finding from the engagement was that replacing the 2002 strategy with a RAP was not universally accepted. Although RAPs are nationally recognised, many Aboriginal project participants wanted a document that would reflect Hobart's and Tasmania's particular history and context, that was more nuanced and tailored than the 'reconciliation' term. This finding led to the decision to reframe the document as an Aboriginal Commitment and Action Plan, in line with other City plans guiding work in areas such as community safety.

This collaborative and responsive approach intended to reflect the type of relationship the City hopes to have with Aboriginal stakeholders moving forward – one of respect, consideration, acknowledgement and walking together.

2. ENGAGEMENT METHODOLOGY

The project team aimed to take a flexible, responsive and collaborative approach toward the project and community engagement. The team aimed to respond to community, have open conversations, continually seek feedback and clarification, approach conversations with respect and an open mind and maintain rigour throughout. This approach was designed to create a document that both the City of Hobart and Aboriginal communities could stand by, because it would be built on relationships and mutual trust and understanding.

To meet this end, the engagement plan combined broad community engagement methodologies alongside activities targeted at key stakeholders.

Broad engagement activities such as a public forum and a staff survey were used to attract and inform a diverse cross-section of participants and encourage awareness and support of the project.

Targeted activities with elected members City employees and key stakeholders, such as facilitated workshops and interviews, were used to develop relationships and deepen insights.

2.1 Engagement principles

The project team approached the engagement using the following principles:

- We will adhere to the nine community engagement principles as outlined in the City of Hobart's Community Engagement Framework and Policy.
- We will focus, first and foremost, on the process of reconciliation. We will at all times consider reconciliation outcomes as a priority in decision making
- We understand that community and relationships are not static, they develop and change over time. As such, we remain flexible and adaptable in our engagement methods.
- We prioritise involvement of Aboriginal peoples. We recognise that this cannot be fast-tracked and will develop at an appropriate pace.
- We will treasure alternative expressions in this process. Artistic and cultural expression comes in a variety of forms and are highly valued. The arts can provide a deeper way to engage and communicate and should be resourced accordingly.

These principles were intended to guide work throughout the plan's development, ensuring that the process as well as the outputs reflected core values.

2.2 Engagement objectives

The engagement aimed to achieve the following objectives:

- involve employees and key stakeholders through engagement methods designed to build engagement with reconciliation, deepen relationships and effectively inform a draft RAP
- consult with the wider community to build support for reconciliation in Hobart and provide opportunity for input
- develop a RAP that is well supported by City of Hobart employees and elected members and the broader community

- strengthen the City of Hobart's relationship with Aboriginal peoples and organisations
- build a group of staff champions for reconciliation and broad staff awareness and support.

2.3 Engagement with Tasmanian Aboriginal people

In-depth engagement with Tasmanian Aboriginal people was critical to creating a meaningful plan.

The project team compiled list of contacts list in consultation with Reconciliation Tasmania and respected community members.

In April 2019, the project team sent out 47 letters to all registered Aboriginal organisations in Southern Tasmania, as well as to identified community leaders. The letters invited these stakeholders to meet with the project team and provide input into the plan. The geographic scope (i.e. beyond only Hobart local government area) was chosen because Aboriginal people across the region influence and are influenced by Hobart developments in this space.

The invitations resulted in 17 face-to-face conversations (interviews) with input from 25 influential Aboriginal people. This participant group included representatives from:

- Tasmanian Aboriginal Centre (TAC)
- Karadi
- Leprena
- Reconciliation Tasmania
- Nayri Niara
- Riawunna, University of Tasmania
- Tasmanian Government Office of Aboriginal Affairs
- Nita Education
- Weetapoon
- South-East Tasmanian Aboriginal Corporation (SETAC)
- Tasmanian Regional Aboriginal Communities Alliance (TRACA)

Individual community members (i.e. those not representing specific organisations) were also within this group.

The interviews were guided by a set of indicative questions, but they were semi-structured and conversational. The project team wanted to hear responses to similar questions across the participant group, to make it possible to compare responses. But the conversations were also intended to be open-ended and create space for participants to share whatever they wanted to say, so the project team could hear about ideas and themes they might not have thought about yet.

Questions included:

- How is the City of Hobart doing currently in relation to Aboriginal people?
- What is working that we should continue?
- What should we stop doing?
- What should we start doing?

The conversations typically lasted for about an hour and a half. The project team took notes, which were then sent back to participants so they could check accuracy and ensure the notes reflected what they had intended to say.

Follow-up emails and phone calls were made to all registered organisations that had not yet participated, to provide them with a final opportunity to express interest.

Once interview findings had been analysed and the theme of changing to a non-RAP format emerged, participants were sent follow-up questions:

- What do you think of the suggested RAP format?
- If we were to call it something else, do you have a suggestion?

The aim of asking these questions was to check whether the theme reflected a broader desire among community members to change to another format. Findings from this second round of questions guided the decision to change to an Aboriginal Commitment and Action Plan.

2.4 Engagement with City of Hobart elected members and employees

Elected members were invited to meet with the project team to discuss the plan and provide input directly to the team. Six elected members provided valuable feedback through this mechanism.

An elected member workshop was also held with seven elected members in attendance. An early draft of the document was presented at the workshop which was also attended by Reconciliation Tasmania who provided context and background on RAPs. The workshop provided an opportunity for robust discussion and valuable feedback. A number of actions have been amended based on feedback from the workshop and the language has been further nuanced.

The project team undertook intensive engagement with City employees because the plan represents the City's commitment to how it will work with Aboriginal people. Engagement with employees aimed to raise awareness about the project and to provide the project team with insights about perspectives on 'reconciliation' and work with Aboriginal people. Specifically, the team sought ideas about the kind of work that could be done, how it might link to employees' roles, and whether it would be achievable.

Participants represented all divisions across the City of Hobart.

Key engagement activities were:

- A survey was sent to all staff with 99 employees responding, an incredible response rate compared to previous surveys on other topics and much higher than anticipated. The response rate revealed a high level of interest in the topic, further reinforcing the decision to move forward with making a new plan.
- 72 employees joined two workshops to design actions that could be incorporated into the plan.
- A working group of 16 members, including Aboriginal and non-Aboriginal staff from all divisions of Council, was formed to help refine ideas and guide development of the plan.

Employee engagement was supported by facilitators from Reconciliation Tasmania.

2.5 Other community engagement

At this early stage of the project, limited engagement with wider Hobart communities was undertaken. This approach was deliberate, given the plan is about the relationship between the City of Hobart, as an organisation, and Aboriginal people. It does not pertain to the wider community, except through some of the actions.

One public forum was held, with 78 in attendance. Questions and comments made by members of the public broadly informed the plan but did not form part of the core engagement inputs.

Networking for Harmony Multicultural Advisory Group and the Community Sector Reference Group, two of the City's key reference groups were provided with an overview of the project and draft plan and were invited to provide input and feedback.

2.6 Data analysis

Especially due to the number of stakeholders and wide range of views, maintaining respect and rigour throughout the engagement process was critical.

Data was analysed separately by three members of the project team. Two team members undertook manual analysis, reading the notes (after they had been checked and confirmed by participants), survey results and other data and identifying themes. A third team member analysed the data using MAXQDA qualitative data analysis software, searching for keywords and identifying and recording themes and quotes and their relationships.

This report is the result of that analysis.

The draft ACAP was created based on the first two rounds of manual analysis and refined based on the software analysis.

3. Theme 1: TRUTH, TREATY AND VISIBILITY

3.1 Truth-telling

Truth-telling was the most powerful theme in the engagement, appearing in seven of the interviews with Aboriginal people and in staff workshops. Truth often referred to honesty about history in Tasmania, and in particular about historical figures.

For example, from interviews:

- *Acknowledge the deep history and the true history.*
- *Have to bring an energetic attitude, not about guilt it's about our responsibility now.*
- *TRUTH AND TREATY! Write that down!*
- *Let's share the truth, open minds and make this place a better place to be, following the vision of our old people.*
- *Our bodies and remains were used to tell false stories.*
- *Opportunity to correct the silence – how to work together to articulate a shared story.*
- *Statues – they're a lie. 'Discover' is a dirty word, its wrong – when we [Aboriginal people] were already here.*
- *Council can create and impact change – change street names, Macquarie street - it isn't spoken about what they did, hunting our people. It's barbaric, we don't forget Hitler, yet we don't name up Crowther and Macquarie's murderous ways.*
- *Council has been part of the problem, even just by being silent for so long; silencing and oppressing.*

And from staff workshops:

- *There can be no meaningful reconciliation in Tasmania due to genocide.*
- *We must start explaining what happened here. It's really ugly.*
- *Who is prepared to 'open the scab' on what has this organisation done? What is the history of HCC's relationship with Aboriginal people? Let's tell the truth, share the history, e.g. what happened in Salamanca – share history and acknowledge injustice. It's within our sphere of influence to do.*

3.2 William Crowther

Threaded throughout the theme about truth-telling were concepts of whiteness, patriarchy, and paternalism in Australia. This theme came from interviews with Aboriginal people but did not appear strongly in staff engagement.

William Crowther, the Premier of Tasmania from 1878-79, was a symbolic figure in this area. Especially in interviews, the complexity of his story and history with Aboriginal people surfaced as a representative example of how 'truth-telling' conversations about Tasmania's past have not yet happened. The statue in Franklin Square celebrating Crowther was seen as hurtful and disrespectful to Aboriginal people.

For example, from interviews:

- *I think Crowther has to come down. There is no other way of looking at this and re-interpretation isn't enough.*
- *Crowther needs to go. He should be taken down. But I like the idea of a re-interpreting of Crowther too. Telling the truth is important.*

There was also a broader theme about statues and sculptures and what they can and do represent. This theme was more prominent among staff, who focused on re-interpreting existing sculptures or expanding interpretive information to include more than just colonial history:

- *I am always struck by the number of monuments and statues that celebrate European history in Australia, but we have very few that do the same for the thousands of years of aboriginal history that predates ours. We have entire parks dedicated to honouring the dead from recent wars, yet aboriginal people lived on this land for an age before they were colonised, and we offer barely any recognition of it. The stories should be told, and they should be visible, and of high profile.*

One participant spoke about possibilities for statues and sculptures. Talking about Elizabeth St Mall:

- *Why are there sculptures of pigs and why can't we see the mariner shells, baskets, footsteps of the people who walked here? This would help to make this place culturally safe. These poles could represent the nine nations.*

3.3 Treaty

Closely linked to these themes was that of treaty, seen by some as part of truth-telling (the terms 'truth' and 'treaty' were often used together or in the same interviews). This theme was particularly powerful among Aboriginal participants, for example:

- *TREATY! Why not take it to the next level. Stand up and show the way for others. Open the questions up to the community. I think that the Treaty conversation is unifying. It may be the only thing that would unify the community and bring everyone to the table.*
- *Treaty is so important. But what comes first? These monuments or do we focus on treaty which is more important? Treaty is the end goal not recognition – that's just one step on the way.*

Tied to the theme of treaty was that of sovereignty, both as a people and in relation to land:

- *They wanted our land, that's what it was all about, they killed for our land, and they poisoned us! The importance now of our land.*
- *We are not simply stakeholders. We are THE stakeholder. Sovereign people ... Control of our own land is so important.*

The theme of treaty did not appear in staff engagement, except in one survey response and later working group meetings. The theme of sovereignty did not appear, except through the idea of acknowledging Aboriginal people as Custodians of the land. However, given the tone of staff feedback on similar issues, it would seem that this omission would more likely be out of a lack of familiarity with the topic than lack of interest or support.

The survey response framed treaty as something staff could learn more about, to represent it well from the City of Hobart perspective:

- *I think on complex, debated issues like treaty and recognition, what would be really useful is some form of basic explanation (written on cbc and/or website) of even what a treaty is and the pros/cons, debated points. It may be too hard and too prone to varying views and/or change so it may not be desirable to write it down, but raising people's awareness on all of these fundamental issues seems to me to be an important part of our discussion with community.*

Working group discussions centred on the City's role in explaining what treaty means and on maintaining awareness of state and federal-level conversations about treaty. There was discussion about being transparent about what could be achieved effectively at the local government level, and of the 'emotional' risks of getting involved but then needing to pull back because of lack of influence or ability to make change.

3.4 Naming

Dual naming has been a prominent discussion in the media and among wider Hobart communities, as well as in the Tasmanian Government, which recently reviewed its policy on dual naming. Given that, it was anticipated that naming would be a recurring theme in the engagement, however it did not come up as often as expected.

Naming was more often mentioned by Aboriginal participants, for example:

- *What about naming the river, then we can name the new bridge too – when it is built.*
- *Dual naming. It will be hard for a while, but people will get over it! Then it will describe who we/Aboriginals really are. It will allow the pathway towards reconciliation ... Council can create and impact change: change street names, Macquarie Street. It isn't spoken about what they did, hunting our people. It's barbaric, we don't forget Hitler, yet we don't name up Crowther and Macquarie's murderous ways ... Re-naming, using a combination of Aboriginal language, not just palawa kani. You have to get the two groups to come together and create a consensus. Either they do or they don't, but the groups that participate get to have consensus, input. You have to be talking to all groups, all communities.*
- *I would implement palawa kani dual naming across Hobart.*
- *You have 'nipaluna' – just start using that!*

Interview findings suggested that dual naming would not be a clear-cut process, given that there is not a consensus on usage of names and language.

Staff mentioned naming, but it was not a strong theme among that group.

3.5 Language

Language – *palawa kani* and other forms – was discussed, and findings reinforced that use of language is an important and sensitive topic.

From Aboriginal participants:

- *It's about time that this tip-toeing around stopped [in reference to use of language and keeping everyone happy] ... Sharing language keeps it alive, it's so great to share.*
- *Our language is being used as a political football.*

Staff were perhaps less aware of this sensitivity, although they expressed a desire to use the correct pronunciation for the terms that are used:

- *We should start using aboriginal terms / language in CoH website.*
- *A glossary/reference for language to make sure pronunciation is right.*

4. Theme 2: WALKING TOGETHER

4.1 Relationships and engagement

Building relationships emerged as the most prominent sub-theme in the engagement, from the perspective of both Aboriginal and staff participants. This sub-theme included topics such as community engagement, meetings, mentions of important stakeholders, and other ways of collaborating and gathering together.

Aboriginal participants talked about the process of spending time together and sharing as an important or critical means of building relationships:

- *Share truth – walk the journey together. The only way to do good work is to share stories.*

Some underlined the importance of seeking input from diverse voices:

- *Don't be scared to take advice from a broad range of people ... You don't have to follow the advice, but listen and consider: who has standing, who has runs on the board?*
- *You have to be talking to all groups, all communities. Well, you being here is a start.*
- *Research doesn't work without critique! It is vital to progress to have different views to push and challenge.*

Others felt that seeking input from a range of people would be counterproductive:

- *If you open certain doors others will close!*

Three Aboriginal participants talked about the challenges of engagements or requests for involvement:

- *We need to keep a realistic expectation of community capacity.*
- *We get so many requests, and there is an expectation for us to respond and give advice on so many facets of culture, language, history. Requests come from across the world, and it's hard to make time for it all. Sometimes this comes as a stop or a no. But it's important to acknowledge that we are all learning the best way to address issues.*
- *Name up the reference points... 'We are all going into the muck'. It won't be easy or quick ... Don't say we were consulted; say we had a yarn ... The word consultation has a slimy feel. We get consulted to death.*
- *[The] hardest thing is to navigate who to consult with ... It is hard working with this community ... I don't like the pressure for us to make it comfortable for white people when they come to our space. We are who we are. Be open to different conversations. Remember you can't keep everyone happy.*

Collaboration and working together were also mentioned:

- *Let the community speak – we want to be heard ... The community are watching and waiting. People in the community would roll up their sleeves to get involved.*
- *We, the community, may need to change our tack perhaps. Up to now we have removed ourselves from the conversation [when we disagree with the process].*

Three Aboriginal participants posed questions and challenges about ensuring relationships build trust and work for the long term:

- *[A] barrier is lack of trust. How do you build trust?*
- *The way things happen now is good but it is relationship-dependent, so how do we make sure that this gets maintained?*
- *Where is the reciprocity that ensures that what we suggest is prioritised and validated?*

Finally, the City's role in making relationships and engagement visible, and in engaging and inspiring others, also surfaced:

- *Present at LGAT conference to show other local govs what can be done*
- *CoH's reach is greater than just Hobart – it reflects on all Tasmania*
- *You need to work with surrounding Councils – show leadership in this area and get them involved.*

There was a large amount of staff feedback about relationships and engagement.

Staff wanted to make engagement with Aboriginal people standard practice, integrated into the City's work. To do this, procedures, policies and protocols would be required, to guide those unfamiliar with Aboriginal community engagement and to ensure a more standardised and respectful approach. Staff highlighted that they would need reliable, easy ways to engage, which would be especially helpful for those less interested – *'if it's too hard, it won't get done'*.

Staff acknowledged that engagement takes time and resources, and that some people in the wider community might not understand or support the City for putting energy into it – but that it should be done anyway. Several staff members expressed fear and confusion about how to engage with a 'fragmented' Aboriginal community, where they did not know who to talk to and were afraid of taking the wrong approach.

4.2 Events and programs

It was expected that events and programs would be strong themes in the engagement, given that they are one of the more frequent ways that the City acknowledges and celebrates Aboriginal culture. However, this was not the case, except to do with cultural awareness training (see Theme 4).

Aboriginal participants encouraged staff to attend events, also suggesting that having events outside the usual annual celebrations (e.g. NAIDOC Week) would help build relationships:

- *Encourage staff to attend events and do something at the City of Hobart too.*
- *Events that bring people together to share stories and history.*

Staff, interestingly, focused more strongly on creating meaningful events. As with flying the Aboriginal flag, some staff saw events as 'business-as-usual' – meeting a minimum expectation:

- *It's not that the celebrations and events aren't important, it's just that without actual engagement and commitment at a base level, such things are just lip service and pandering. Actual inclusiveness is more important than photo opportunities.*
- *Participation in any events as we move forward on the RAP will become more meaningful for all attending as council staff (and the whole community) become more aware, educated and understanding of our history as an island and specifically our Aboriginal history*

There was less mention of programs, although one Aboriginal participant highlighted the Gumnuts to Buttons program:

- *Gumnuts to Buttons is important, politicians should attend*

4.3 Bravery and confidence

Confidence to engage with Aboriginal people and to interpret Aboriginal heritage was a major topic among staff, with the word 'confidence' appearing in 39 survey responses. Many staff said that they did not have confidence in engaging with Aboriginal people – that they were uncertain of how to do it or afraid of making a mistake (see also Section 4.1). Some staff members said that have more specific policies and a framework, like a strategy or action plan, would help give them confidence.

Aboriginal participants, meanwhile, underlined the importance of not being afraid to get things wrong, saying that there is no way to make everyone happy.

4.4 Long-term commitment

A key feature of all the topics in this section was the importance of committing to the long-term. Aboriginal participants, especially, highlighted long-term thinking as critical to building relationships and moving forward together. Eight interviews included discussions of the need for long-term commitment to the plan.

Several staff members also raised the importance of long-term commitment, especially the need to work beyond the lifespan of a single plan.

5. Theme 3: CULTURAL SAFETY

5.1 Cultural safety

Cultural safety was an important theme among Aboriginal participants. Examples included culturally safe workplaces and culturally safe public spaces. The symbol of Crowther (see Theme 1) was used as an example of how a public space could be made to feel culturally unsafe, by celebrating a public figure whose actions have had devastating long-term impacts on Aboriginal people.

Making a culturally safe environment was seen as an important goal:

- *The importance of making a culturally safe environment. It needs to come from the heart.*

5.2 Acknowledgement and Welcome

The theme of acknowledgement surfaced in relation to acknowledging Aboriginal people and history and generally and to giving an Acknowledgement of Country at events and in communications.

From Aboriginal participants, about deeper acknowledgement:

- *Should always think about/consider/factor in Aboriginal people, not just when you're supposed to*

Some staff members felt the same way, saying that acknowledgement is a deeper recognition of history, similar to the theme of truth-telling:

- *It's so important to the culture - both to acknowledge the wrongs committed to the original owners of the land and also to enrich our current culture.*

From Aboriginal participants, speaking about giving an Acknowledgement of Country at events:

- *If acknowledging the mouheneener people, also need to acknowledge they no longer exist.*

Many staff wrote and spoke about this theme, as Acknowledgements of Country are one of the most common ways that they encounter Aboriginal priorities in their work. Many staff wanted clear protocols for how to do Acknowledgements: guidance about what to say, how to do one, who can do one. The desire for protocols was a major theme among staff, including what wording should be standard and opportunities they might have to add in their own words or tailor the Acknowledgement to the place or location.

Some staff suggested that it is important not to overdo it – that mandating Acknowledgements can lead to people going through the motions or not thinking about what they're saying. They also felt that applying Acknowledgements too often dilutes their meaning, and so it would be important to strike a balance.

Welcomes to Country were also mentioned. Some staff were unsure of the difference between a Welcome and an Acknowledgement. Some wanted a list of who to contact to organise a Welcome.

Acknowledgements in written communications were mentioned by both Aboriginal and staff participants.

Aboriginal participants suggested that rates notices could include an Acknowledgement message. One staff member suggested creating a booklet about Aboriginal people and history to give away at citizenship ceremonies. Both Aboriginal and staff participants talked about signage as a means of Acknowledgement:

- *The welcome sign for the city is important. (Aboriginal participant)*
- *Like the idea of putting signage in parks with Aboriginal interpretation. (staff participant)*

The topic of standards and protocol was also important for staff in written communications. They wanted website and social media to reflect protocol and for the City to have consistent messaging about Aboriginal issues.

Staff also talked about design possibilities, suggesting adding design elements that reflect Aboriginal heritage into civil and landscape projects. They said that the City should make visible commitments and demonstrations of Acknowledgement.

5.3 Flag flying

Flying the Aboriginal flag is one form of Acknowledgement that some participants mentioned, although it was not a strong theme.

Aboriginal participants suggested that it is a good thing to do, but that it is relatively superficial compared to other forms of celebration and Acknowledgement. One participant, on a walking tour of the city, asked people to note the low number of Aboriginal flags (compared to Australian flags) flying in the city centre. The underlying sentiment seemed to be that flying the Aboriginal flag should be standard practice, and that it should be done in addition to deeper, more powerful means of Acknowledgement.

Staff broadly shared this sentiment, saying that more meaningful action could be taken, with one participant suggesting that even the City of Hobart flag itself could be re-evaluated. The importance of flying the Aboriginal flag during NAIDOC Week was mentioned.

5.4 Plaques

Plaques are another form of Acknowledgement that were less frequently mentioned. One Aboriginal participant said of plaques:

- *Use truthful words. Dual naming. It will be hard for a while, but people will get over it! Then it will describe who we/Aboriginals really are – it will allow the pathway towards reconciliation.*

A community member, at the forum, suggested that plaques were important for acknowledging sites and people.

Plaques were mentioned as a means of re-interpreting statues such as that of Crowther.

6. Theme 4: INCLUSION AND EQUITY**6.1 Voice**

'Voice' linked to the idea of Aboriginal people being heard and appeared both in interviews and in staff engagement.

From interviews with Aboriginal people:

- *We need more [Aboriginal] people, diverse voices, with the capacity to speak out, advocate and progress work.*
- *Inclusive consultation with a wide range of Aboriginal voices or stories*
- *Council doesn't need to do anything other than support the Aboriginal community's aspirations based on that agreement to work towards a treaty. Advocate to parliament put a voice to that debate. Support and assist us in that fight. Throw support behind these aspirations.*

And from staff:

- *Giving voice to indigenous people.*
- *Diversity of voices and stories; engage to include variety of people.*
- *Some groups have a loud voice; other individuals don't belong to an org and it's important they have a voice.*
- *Hearing voices and taking it on board – being responsive, RAP group representing to Council.*

6.2 Discrimination and anti-discrimination

Themes of discrimination and racism were most strongly mentioned by Aboriginal participants. Some participants told stories of the first time they experienced racism, or of institutionalised racism, for example, when Aboriginal people were not recognised as citizens of Australia. Some participants talked about the impacts of racism in the media and on other platforms:

- *How do we protect our young people from the backlash that is going to happen when things come up?*
- *The comments on social media about naming show the racism. A country built on murder, theft, and massacre is a racist country.*

Discrimination and racism were less-common themes among staff. One staff member talked about using 'positive discrimination' to increase Aboriginal representation:

- *There should be a quota for prioritising Aboriginal projects [in public art]. It's positive discrimination but important to do.*

6.3 Employment

The City as an employer was a strong theme among Aboriginal participants. Employment was seen as symbolically important, a means of showing respect and inviting participation. For example:

- *Employment is important. Increase opportunities. If someone has a job, their health, education improves, it creates role models and provides a stepping stone to other things. Scholarships, Internships, cadetships are all good.*
- *Have a target for employment and internship programs but don't get caught up in token placements. There is no better way to devalue someone than by putting them in a role out of their skill set or experience ... Getting people into jobs beyond their current skills and experience is ok as long as you properly assess their capability and have adequate resources to support their development.*

Some participants talked about supporting existing staff:

- *Get the information about what Aboriginal staff you have. It is important. We should have systems that support professional development and career progression for Aboriginal staff.*

There was also support for the Community Development Officer – Aboriginal role and for an increase in its scope:

- *Why is the role only 2 days? It should be full time.*
- *Appointing the Aboriginal CDO is a really positive step.*

Staff had more mixed perspectives. Some thought it was important to provide opportunities; others took a stronger focus on merit-based selection:

- *Providing employment/training opportunities for young people*
- *Promote career paths/opportunities to the indigenous community.*
- *I think that employment/recruitment processes must be merit-based, not political. If an Aboriginal person is the best person for the job, then they should get the job. I recognise that for some positions, this may be a necessity or prerequisite.*

6.4 Cultural awareness training

Cultural awareness training was a strong theme among staff and Aboriginal participants.

Aboriginal participants encouraged including all levels of staff and elected members. They saw it as an opportunity to share stories about Hobart, and some valued ensuring training included diverse stories. One participant warned against compulsory training, saying:

- *Compulsory Cultural training can be dangerous. If you corner people who don't want to be there. Instead use inspiring leaders and help them to connect with their teams. One of the best ways to get people on board is to give them something to offer themselves, help them feel able to make a difference.*

Many staff had undertaken cultural awareness training and were strongly supportive of it. Others had not yet attended but wanted to. Staff thought that all employees should undertake the training, and that leaders and elected members should also attend. Some thought it should be required in the same way as the Safety Circle WHS training.

Some staff suggested training on more specific issues, complex and debated issues, such as treaty. Outdoor workforce participants suggested specific training regarding bushland, to better understand the land they work on.

The point was also raised that staff have a responsibility to keep themselves informed.

6.5 Cultural leave

Cultural leave was one aspect of employment mentioned by Aboriginal participants:

- *Things like cultural leave are also really important. UTAS have 5 days cultural leave for Aboriginal staff. This has to be just for Aboriginal staff and not get caught up in a 'white wash' of broader diversity.*

One staff participant suggested providing cultural leave for Aboriginal staff.

7. Theme 5: GOVERNANCE AND ACCOUNTABILITY

7.1 Council as an institution

Threaded throughout the findings from both groups was the concept of Council as an institution. The concept linked to what Council represents, the history, the importance of organisational commitment and its lineage as a white, patriarchal place. This topic was raised in nine interviews with Aboriginal people.

Staff also saw it as important – almost in terms of giving a sense of empowerment about making a statement, being able to show leadership – but also because of the (dark) history.

Political cycles, political alignment, being politically engaged, engagement with elected members and having elected members champion the RAP were all themes in this space.

7.2 Format

The format of the plan was a point of some debate among Aboriginal participants. There was no consensus accepting the term 'reconciliation' or the Reconciliation Action plan format.

Some were actively against it:

- *Think about the document name – it's important to get this right to bring everyone on-board. Reconciliation is not unifying.*
- *The word reconciliation belongs to Reconciliation Tas and Aus. It makes non-Aboriginal people feel warm and fuzzy but for Aboriginal people it feels like an obligation and doesn't have strong positive emotions attached. Reconciliation is tokenistic. Just one day.*
- *Reconciliation has biblical origins: 'reconciling to God'. That brings baggage. The word's meaning is a relationship that was broken/separated, and there is now work to bring it back. That is impossible, as there was nothing to go back to. It doesn't recognise invasion.*

For some, paternalism and patriarchy were associated with the idea of 'reconciliation', as well as with the process of creating Reconciliation Action Plans and working with associated organisations. For example:

- *The process of RAPs is fraught with paternalism. What good has 30 years of reconciliation actually done? ... Why would you want to be accountable to a disconnected, national, white, patriarchal organisation?*

Others were more ambivalent about the term but suggested the project is bigger than that and that being more flexible would be good:

- *I haven't liked the term 'reconciliation' in the past but, really, it is about people coming together, encouraging more people.*
- *It might be worth changing the name of the RAP but it's bigger than that, too.*
- *Let it grow as it goes. When you try to stick to a formula it gets tricky.*

- *I've heard the arguments for and against... What you have drafted is far more inclusive than a RAP. I love what you've done...Really good bloody job on the plan. It's deadly. You keep holding the space in the middle and doing what you're doing.*

No Aboriginal participants specifically expressed support for the 'reconciliation' term but some felt that the RAP framework was useful and it might work to have a RAP alongside a strategy.

- *You should have 2 documents ... Do the reflect RAP to see what the current knowledge and interest is but then definitely have an Indigenous plan to guide and support your organisation.*

One staff member asked about whether the term was accepted by the community but, otherwise, staff assigned positive meanings to it when asked, in the survey, to define what it meant to them.

7.3 Implementation

Implementation was a strong area of focus for staff.

Some staff expressed a need to balance the plan with other City priorities:

- *I don't think it is the most important thing we should focus on, but I also feel it needs a high profile to ensure that we make time for it.*
- *I see this as a balancing act with other priorities across Council.*

Others talked about resourcing and other requirements needed to make the plan effective:

- *There needs to be better structure and resources from within council to make it happen - but also pressure on the external indigenous community to work together towards common goals and objectives.*

Many had ideas for how the plan could be enacted through their own roles:

- *Part of my work deals with grant applications (nationally and internationally). I could look at what options exist for extra funds to be channelled to reconciliation projects.*

The working group discussed seeking support and a 'reality check' from the Executive Leadership Team. They talked about the resources that would be required, and that budget and staff allocations would need to be considered. They suggested that external funding could be sought for some initiatives. Communications was a key topic:

- *There is a need to broaden knowledge and relationships to avoid single-point dependency (where if an informed person is on leave, no one else may have a clue).*

7.4 Measurement

Both Aboriginal interviewees and staff talked about the importance of defining success, setting tangible outcomes/targets, and measuring success, perhaps through KPIs.

That the actions are 'real' was important to Aboriginal participants.

Identifying a clear pathway to success was important to staff.

8. Theme 6: FOCUS AREAS

Participants across the engagement raised three key ways that Aboriginal people and culture could be respected and celebrated: art, bushland management and tourism.

8.1 Art

Art was the most prominent of these themes, across both Aboriginal and staff participants. Aboriginal participants had varying perspectives on arts engagement, expressing encouragement and caution:

- *The public art stuff that is going on is fantastic. But it does really matter who gets this commission.*
- *Our people tell stories through art and oral histories, so art – painting, sculptures, stories and more – is important in the sharing of history. These forms – like baskets, shells – they open stories and encourage sharing ... Not just sculptures – paintings, stories, other things ... enable oral storytelling. [People] see the artwork and are prompted to share ... The stories 'bleed' or propagate from there.*
- *CoH is an easy target, and public art particularly.*

The Two Islands project in Franklin Square was mentioned by a few participants, some raising it as an example of where engagement had been done particularly well and others seeing room for improvement.

Staff strongly supported Aboriginal artworks and wanted to see more, including in infrastructure projects:

- *I'd like to see Aboriginal art, displays, activities on a regular basis at the Salamanca Market. Tourists would love it.*
- *While building our infrastructure we should involve aboriginal people / culture priority especially while finalising aesthetics. We can build signage, hall marks, paintings, sculptures while developing local precinct in city based on aboriginal roots. This shall give all of us a very good flavour of sense of place.*
- *I want to increase opportunities for Aboriginal artists – we have a distinct role to play. The Arts are the perfect vehicle to telling the stories, to convert people.*

8.2 Bushland

Bushland was a common theme among staff but less among Aboriginal participants, although it was mentioned:

- *Yes, work with our people who are doing things on our land and share the knowledge, in bushland management and fire.*

Staff saw a range of opportunities to learn and collaborate, expressing a desire to incorporate Aboriginal heritage and cultural elements into bushland work:

- *Identifying extant indicators of pre-European Aboriginal landscapes.*
- *Promote and explore Indigenous use of Hobart's bushlands and how it was managed.*
- *I like the idea of collaborating to create a native garden in the city to return a piece of landscape to a pre-colonial state. I've had enough of oak trees. Birds and other animals would also flourish in an environment of increased biodiversity and improve the bush corridor.*
- *Seek greater input/guidance from the Aboriginal community on how they would like us to be custodians of natural areas. Maybe we could directly involve them in some work, e.g. through pakana services? Raise the basic knowledge of staff in relation to Aboriginal cultural values. Learn about specific sites of importance (we can't manage what we don't know).*

8.3 Tourism

Sharing about Aboriginal history and culture through tourism was another theme. Participants in both groups raised the issue of a lack of information for tourists and associated opportunities for truth-telling and awareness raising.

According to one Aboriginal participant:

- *Tourists ask me where the story of Aboriginal peoples is, where can we learn. A cultural centre for people to go to learn would be great ... On cruise ships, wouldn't it be great to pay for Welcome to Country when they arrive.*

Staff were reminded of Hobart's role as a gateway:

- *There is a role here as the City of Hobart is a gateway for visitors to Tasmania.*

They also talked about interpretation and sharing stories, highlighting a desire to do the right and respectful thing:

- *[At the TTIC], we aren't telling the story that our visitors want to hear about and we need to do that.*
- *It feels odd/not right sometimes when I am trying to interpret indigenous names/culture/etc ideas to tourists... I like doing it, but often I feel like I am out of my depth. If I had permission from an indigenous person to interpret these things, or if I worked alongside an indigenous person, I would feel more confident in that part of my job.*

9. RESPONSE TO ENGAGEMENT FINDINGS

Theme	Response	Contribution to plan
Theme 1: TRUTH, TREATY AND VISIBILITY		
Truth-telling	<ul style="list-style-type: none"> The City is well placed to share truth in Hobart through interpretation, arts and communications, as well as through reflecting on the institution's own relationships with Aboriginal people over time. 	<ul style="list-style-type: none"> 'Our city' context section, including details about Aboriginal connection to the Hobart region and impacts of colonisation Items about connection to place and truth in commitment Reflected in Action 10
William Crowther	<ul style="list-style-type: none"> As the custodians of monuments commemorating divisive figures, including Crowther, it is important that the City responds to community demand for truth telling. 	<ul style="list-style-type: none"> Reflected in Action 10
Treaty	<ul style="list-style-type: none"> Treaty is a significant aim for many Aboriginal people and one that the City can support from an advocacy perspective. 	<ul style="list-style-type: none"> Item about standing with Aboriginal people in matters of significance in commitment (Treaty is one example) Reflected in Action 14
Naming	<ul style="list-style-type: none"> Naming is a complex area of work, in that there is not currently a consensus on how it should be done The Tasmanian Government has recently undertaken work on naming policy that can inform the City's approach The City recognises that naming is an important symbolic issue, and one that the organisation should continue to engage in. 	<ul style="list-style-type: none"> Reflected in Action 12
Language	<ul style="list-style-type: none"> Language and use of language is a complex area of work, as there are varying perspectives on words and how they should be used. It is important to demonstrate respect and consideration when referencing or seeking to use language. 	<ul style="list-style-type: none"> Reflected in Action 12
Theme 2: WALKING TOGETHER		
Relationships and engagement	<ul style="list-style-type: none"> Taking time to focus on building relationships forms the foundation for work. It is important to have appropriate engagement protocols for consistency. 	<ul style="list-style-type: none"> Items about partnership and seeking diverse stories in commitment Reflected in Actions 1, 2 and 4
Events	<ul style="list-style-type: none"> Historically, events have been one of the primary means that the City celebrates Aboriginal culture. While it remains important to support and celebrate major annual events (e.g. 	<ul style="list-style-type: none"> Reflected in Actions 3 and 11

Theme	Response	Contribution to plan
	<p>NAIDOC Week), other opportunities may also be embraced</p> <ul style="list-style-type: none"> It is recognised that events are only one way of celebrating and should complement other initiatives 	
Bravery and confidence	<ul style="list-style-type: none"> Findings showed, from the staff perspective, some trepidation and lack of confidence, and from Aboriginal perspectives, support to build relationships and make mistakes The findings show a positive climate in terms of increasing the scale and ambition of work with Aboriginal people in Hobart 	<ul style="list-style-type: none"> Items about showing leadership and bravery in commitment Sentiment of findings threaded throughout the plan
Long-term commitment	<ul style="list-style-type: none"> 'Success' will not be achieved in the lifespan of a single plan, making it important to outline both near-term priorities and the need to be responsive and commit to work over years and decades This need makes relationship building and embedding the philosophy of plan in the City's work all the more important 	<ul style="list-style-type: none"> Item about maintaining long-term vision in commitment Reflected in Action 20
Theme 3: CULTURAL SAFETY		
Cultural safety	<ul style="list-style-type: none"> Building inclusive spaces is a key responsibility for the City. 	<ul style="list-style-type: none"> Item about cultural safety in commitment Reflected broadly in Actions 6, 7, 8 and 9
Acknowledgement and Welcome	<ul style="list-style-type: none"> Current and ongoing work that can be strengthened by clear protocols and processes 	<ul style="list-style-type: none"> Acknowledgement and artist's statement included at the beginning of the plan Reflected in Action 7
Flag flying	<ul style="list-style-type: none"> A simple but important visible recognition of Aboriginal people in public space. 	<ul style="list-style-type: none"> Reflected in Action 8
Plaques	<ul style="list-style-type: none"> The City has numerous plaques for colonial figures and it is important to consider how Aboriginal people can be included. 	<ul style="list-style-type: none"> Reflected in Action 8 and 10
Theme 4: INCLUSION AND EQUITY		
Voice	<ul style="list-style-type: none"> Consideration needs to be had about how to most appropriately include Aboriginal voices in decision making, to ensure this is done appropriately. 	<ul style="list-style-type: none"> Reflected in Action 13
Discrimination and anti-discrimination	<ul style="list-style-type: none"> Working to counter discrimination is vital to an inclusive workplace and more can always be done to support this. 	<ul style="list-style-type: none"> Reflected in Action 16
Employment	<ul style="list-style-type: none"> It is important to maintain merit based employment, whilst focusing on removing 	<ul style="list-style-type: none"> Reflected in Action 15

Theme	Response	Contribution to plan
	barriers to Aboriginal employment and providing adequate supports.	
Cultural awareness training	<ul style="list-style-type: none"> Training staff provides an important foundation for much of this work and builds 'champions for positive change' 	<ul style="list-style-type: none"> Reflected in Action 6
Cultural leave	<ul style="list-style-type: none"> Many organisations offer cultural leave, some specifically for Aboriginal people. This is an appropriate provision to support cultural practice, and can be considered for future Enterprise Agreements. 	<ul style="list-style-type: none"> Not specifically reflected; informed Action 15
Theme 5: GOVERNANCE AND ACCOUNTABILITY		
Council as an institution	<ul style="list-style-type: none"> Undertaking work to more overtly recognise Hobart City Council's historical role is challenging but important to stakeholders The City also has a role as a local government entity, showing progress and providing inspiration for other councils and organisations undertaking similar work towards walking together 	<ul style="list-style-type: none"> Reflected in Action 10, and in the overall tone and approach of the plan
Format	<ul style="list-style-type: none"> The term 'reconciliation' was shown to be problematic in initial and follow-up conversations It is important to reflect and respond to local context first and foremost 	<ul style="list-style-type: none"> Reflected in overall title and format of the plan
Implementation	<ul style="list-style-type: none"> Participants underlined the importance of following the plan through – making the document is the easy part Solid implementation planning would help support the success of actions 	<ul style="list-style-type: none"> Sections on guiding principles and strategic alignment, to clearly link the plan with long-term community values and City priorities Item about transparency and accountability in commitment Reflected in Actions 18, 19 and 20
Measurement	<ul style="list-style-type: none"> It will be important to show 'what success looks like', and to engage in conversations to that effect with employees and stakeholders 	<ul style="list-style-type: none"> Reflected in Action 19
Theme 6: FOCUS AREAS		
Art	<ul style="list-style-type: none"> Art is a key means of cultural expression and communication and should be valued in the plan 	<ul style="list-style-type: none"> Item about cultural expression in commitment Reflected in Action 11
Bushland	<ul style="list-style-type: none"> Employee interest in bushland topics needs to be balanced with the lower level of interest expressed by external participants. Follow up conversations may be required. 	<ul style="list-style-type: none"> Reflected in Actions 5, 11 and 15

Theme	Response	Contribution to plan
Tourism	<ul style="list-style-type: none">• As with bushland.	<ul style="list-style-type: none">• Reflected in Action 11 and supported by Actions 10 and 12.



Community Engagement Summary Report

Draft Aboriginal Commitment and Action Plan
- November 2019



yoursay.hobartcity.com.au

Prepared by



City of **HOBART**

Project background

In February 2019, the Council approved the development of a new framework and action plan to guide and drive the City of Hobart's work in Aboriginal programs and to replace the now outdated *2002 Aboriginal Strategy*.

The draft Aboriginal Commitment and Action Plan (ACAP) has been developed by Aboriginal people and City of Hobart staff during a significant engagement process. It is anticipated that the draft ACAP will be endorsed by Reconciliation Australia. The draft ACAP sets out the City of Hobart's commitment and approach to working with Aboriginal people in Hobart, including specific actions to be delivered over the life of the plan.

The City of Hobart recognises that this topic is of interest to the Hobart community and is seeking feedback from the community.

Community Engagement Objectives

Following the development of a draft Aboriginal Commitment and Action Plan, the City undertook a period of community engagement aimed at:

- presenting the draft ACAP to key Aboriginal community stakeholders, the City of Hobart staff and the broader community
- understanding the level of community support for the design

Community Engagement was open for a period of four weeks from 22 October - 15 November 2019. The engagement was on the **consult** level on the IAP2 spectrum.

How we engaged

Your Say Hobart

From 22 October - 15 November 2019, the City sought community feedback via its online engagement platform *Your Say Hobart*. The platform offered the following features:

- background information on the project, FAQs and the draft Aboriginal Commitment and Action Plan
- the opportunity to contribute feedback on the draft ACAP through an online feedback form

Direct emails

In October 2019, council officers contacted key Aboriginal community organisations and individuals who had provided input into the development of the draft ACAP to inform them of the engagement process available through *Your Say Hobart*. During the consultation period on the draft ACAP, direct email responses were received from 7 Aboriginal community members as well as 7 City of Hobart staff.

Staff info session

In addition to the online engagement, the City also offered its staff opportunities to meet with the project team to provide feedback on the draft ACAP. The staff info sessions were held on:

- 6 November 2019, Elizabeth Street Conference Room, Town Hall (18 staff attended)
- 11 November 2019, Bushlands Depot, South Hobart (13 staff attended)

Participation Summary

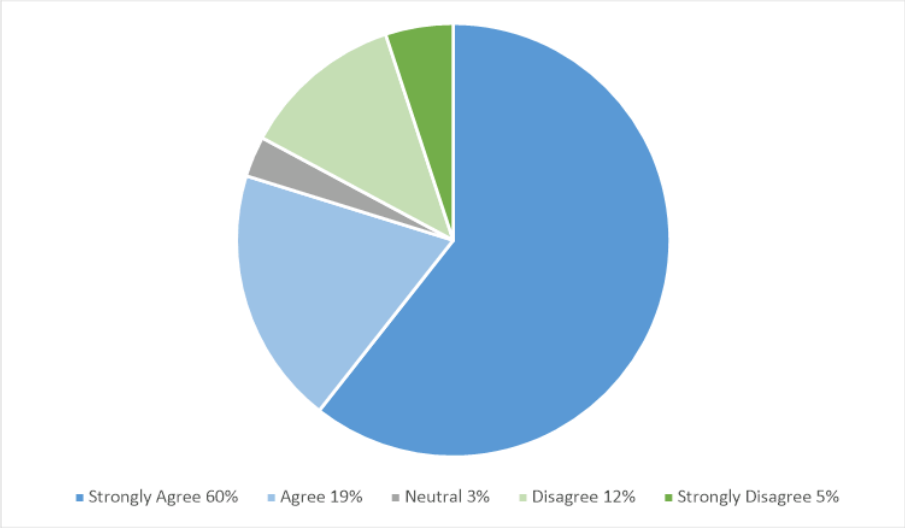
Activity	Participation
Visits to Your Say Hobart project page	326
Downloaded a copy of the draft ACAP	183
Completed the feedback form on the draft ACAP	44
Attended a staff info session	31
Provided feedback on the draft ACAP via email	14

Your Say Hobart visitation summary

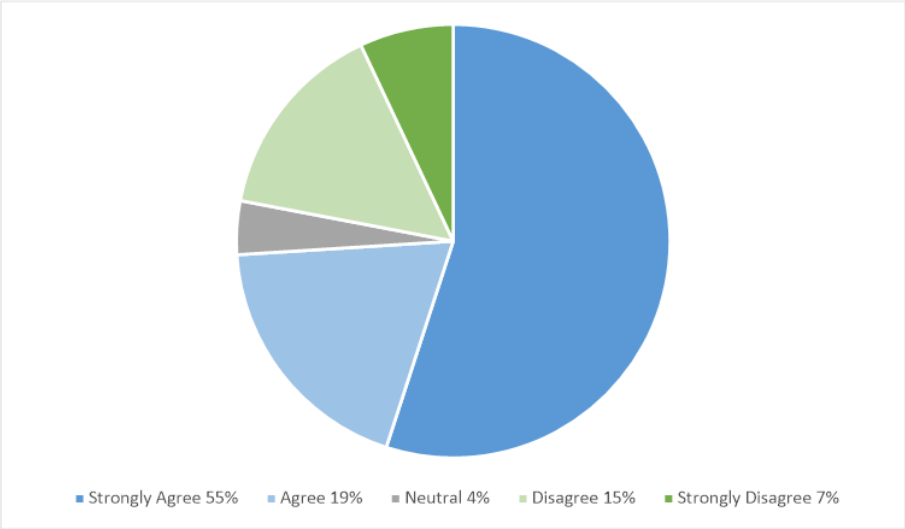


What we heard – results of the Your Say Survey and email engagement

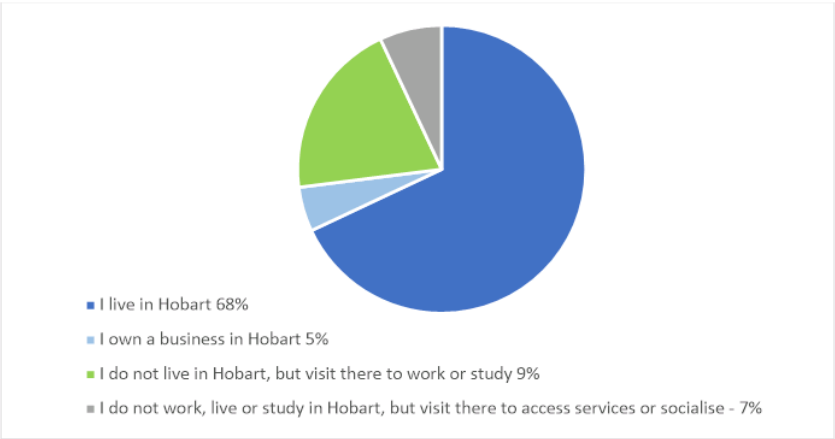
Responses to the following statement: *I support the City of Hobart’s commitment to Aboriginal people as detailed on pages 1-2 of the draft Aboriginal Commitment and Action Plan*



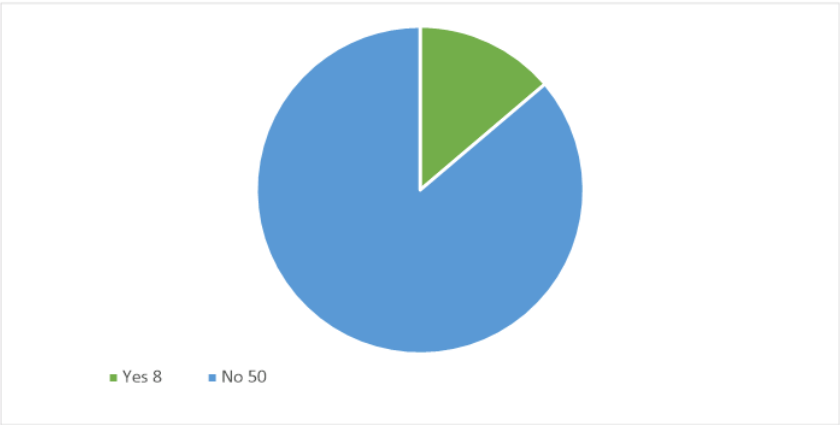
Responses to the following statement: *I support the City of Hobart’s Aboriginal Action Plan as detailed on pages 13-21 of the draft Aboriginal Commitment and Action Plan*



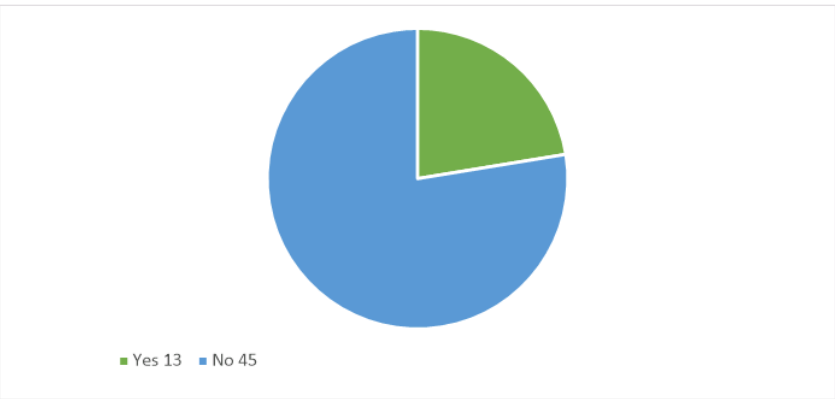
Respondents connection to Hobart



Responses to: *Are you a member of the Aboriginal community?*



Responses to: *Are you a City of Hobart staff member?*



What we heard – key themes from direct responses and Your Say responses

Theme	Support for the draft ACAP
What you said	<p><i>"I think the framework you have developed has some good capacities to work for the city and many Aboriginal people"</i></p> <p><i>"Acknowledgement and the Commitment statements look great"</i></p> <p><i>"closer links to the land we walk on and the stories it holds. Thank you"</i></p> <p><i>"Congratulations of the depth of investigation, the research , the collaborations and the process which has resulted in a very robust, brave, aspirational document that is also committed to some serious actions."</i></p> <p><i>"Keep up the great work -in terms of checking in with the Aboriginal descendants regarding initiatives and plans they would like to be and see enacted."</i></p> <p><i>"The initiatives in the action plan are great and seek to address some of the social damage that has been caused by colonisation"</i></p> <p><i>"Thank you for taking this initiative"</i></p> <p><i>"Great document and well researched and executed"</i></p>
What we heard	There is strong support for the framework and actions of the draft ACAP.

Theme	Lack of support for the draft ACAP
What you said	<p><i>"All Australians should be treated equally"</i></p> <p><i>"Acknowledging the past is one thing but preferring one group over another in favor of competition does not make commercial sense and selecting staff based on race not merit is reverse discrimination. Your treading the wrong side of a fine line."</i></p> <p><i>"This reeks of special treatment for a minority"</i></p>
What we heard	Of the survey respondents who didn't support the commitment and actions contained within the draft ACAP, there was some concern that the Aboriginal community would be given preferential treatment.
Our response	The City of Hobart has a commitment to social inclusion and issues pertaining to Aboriginal people and culture.

Theme	Support for actions included in the ACAP
What you said	<p><i>"Could the Governance framework include seeking feedback from the Aboriginal community on the level of cultural safety? I look forward to seeing something different with the Crowther statue in Franklin Square and also more visibility of Aboriginal history across the city and more acknowledgement of the contemporary Aboriginal community."</i></p> <p><i>"Offering cultural leave to staff is important."</i></p> <p><i>"NAIDOC week is important to celebrate, encourage participation."</i></p>
What we heard	Some respondents requested actions that are already referred to in the draft ACAP.
Our response	Supported by actions already contained in the document.

Theme	Support for use of language and dual naming
What you said	<p><i>"their needs to be acknowledgement in Hobart re Aboriginal places and names ie Kunyanyi."</i></p> <p><i>"Cheers for the dual naming initiative that will begin in the near future-I think that is a really significant and important recognition of the original inhabitants - both historically, respectfully and going forward into our collective future. I can only encourage many more place names around the city and regions having dual name-owning signage"</i></p> <p><i>"A commitment to renaming the streets and landmarks, to have the aboriginal name first."</i></p>
What we heard	Naming and language are important to some respondents.
Our response	Supported by actions already contained in the document.

Theme	Lack of support for use of language and dual naming
What you said	<p><i>"We struggle with palawa kani in the document"</i></p> <p><i>"My biggest issue is with the dual naming section. Hobart as a city/town did not exist when the Aboriginal names for rough geographical area on which it sits were being used natively"</i></p> <p><i>"Please keep dual place naming to a minimum."</i></p> <p><i>"Add to this the increasing use of palawa-kani, such as referring to Mt Wellington as kunyanyi, and it's easy to become confused about the place that's being spoken about"</i></p>

What we heard	There is concern over the use of language in the document and actions related to dual naming.
Our response	We will address language use in the final ACAP.

Theme	New Action: Change the date of Australia Day
What you said	<p><i>"Support changing date of Australia Day from Jan 26 at local, state and national levels"</i></p> <p><i>"So, HCC still celebrates racist date of invasion and its plan doesn't mention a darn word about it"</i></p>
What we heard	That respondents would like inclusion of actions regarding changing the date of Australia Day.
Our response	A new deliverable has been included under action 14.

Theme	New Action: New residents
What you said	<p><i>"Improve historical understanding of Aboriginal people in Tasmania for new residents to the City of Hobart. Would be great to see a specific focus on new arrivals to the State, especially new and emerging communities who have little to no contextual understanding of the traumatic history along with the story of survival and continuation of culture."</i></p>
What we heard	Some respondents would like inclusion of Aboriginal messaging to new residents.
Our response	Deliverable 4 in Action 7 has been amended to incorporate new residents.

Theme	New Actions: Land returns
What you said	<p><i>"It would be great to provide in-kind support for traditional owners to acquire land/ rivulet strips of particular significance, to return some council owned titles to traditional owners, to allocate budget to support traditional owners to achieve their vision for use of that land and adjoining sea-country."</i></p> <p><i>"I would like to see land given to Aboriginal people to develop natural sanctuaries or farms where they can show by example how to care for our land and how to grow food that is not detrimental to our land"</i></p>
What we heard	There is a desire for the City of Hobart to consider supporting the return of land to Aboriginal people.
Our response	Matters such as land returns, are outside our role as local government and beyond the scope of this first ACAP.

Theme	Need for leadership from elected members
What you said	<i>"It's important to have the Elected members championing the ACAP. Leadership is important, cultural awareness needs to be a part of their induction"</i>
What we heard	There is a desire for the City's elected members to lead on the implementation of the ACAP.
Our response	This is a matter for Council's consideration.

Theme	Purpose and format of the ACAP
What you said	<i>"It is also concerning that the CoH has rejected reconciliation, while other capital cities in Australia are getting on with generating successful outcomes from RAPs"</i>
What we heard	Some respondents raised concerns that the draft ACAP should be in a RAP format.
Our response	The ACAP has been endorsed as a Reflect RAP and the City of Hobart will continue to work with Reconciliation Australia and Reconciliation Tasmania in the implementation of the plan.

Theme	Concern that this is beyond the scope of local government
What you said	<p><i>"What a complete waste of ratepayers money. You are a council! The state and federal governments are solely responsible for these matters. You have no mandate."</i></p> <p><i>"Most of what in the action plan should be a State run activity, not council. Please keep costs spent on this action plan to a minimum - this is not core business for a council and rate-payers should not bear an undue burden paying for these activities. Focus on Council responsibilities first!"</i></p> <p><i>"This is seriously over the top and not the responsibility of Local Government"</i></p>
What we heard	There was some concern that the draft ACAP does not fit within the responsibilities of local government.
Our response	The City of Hobart has responsibilities under Section 20 of the <i>Local Government Act 1993</i> to provide for the health, safety, welfare and represent the interests of its community.

Promotion

The community engagement opportunity was promoted in the following ways:

Your Say Hobart project page

Available for viewing on the City's online engagement platform from 22 October – 15 November 2019.

Draft Aboriginal Commitment and Action Plan

The survey for this project is now closed. Thank you for your participation, we will now examine the feedback and report back soon.

The City of Hobart has long been committed to social inclusion with varying degrees of focus on issues pertaining to Aboriginal people and culture. This work has been guided by the City's 2002 Aboriginal Strategy. In February 2019, the Council approved the development of a new framework and action plan to guide and drive the City of Hobart's work in Aboriginal programs and to replace the now outdated 2002 Strategy.

The draft *Aboriginal Commitment and Action Plan 2020-22* (ACAP) has been developed by Aboriginal people and City of Hobart staff during a significant engagement process. It is anticipated that the ACAP will be endorsed by *Reconciliation Australia*. The ACAP sets out the City of Hobart's commitment and approach to working with Aboriginal people in Hobart, including specific actions to be delivered over the life of the plan.

Key areas of action include:

- **Walking Together:** Building relationships and working in partnership with Aboriginal people.
- **Visibility and Truth Telling:** Raising the profile of Aboriginal people, heritage and culture across the city and sharing the truth of history.
- **Cultural Safety:** Building a culturally safe workplace and increasing understanding and respect.
- **Inclusion and Equality:** Demonstrating leadership in social justice and inclusion in partnership with Aboriginal people.
- **Governance and Accountability:** Design and maintain robust systems to support action, accountability and a long term commitment.

We recognise that this topic is of interest to the Hobart community and we value your views.

Get involved and have your say in the following ways:

- Read the draft *Aboriginal Commitment and Action Plan 2020-22*
- Complete the **feedback form** below.

Feedback for this project will close at 5 pm on 15 November 2019.

FEEDBACK FORM

CLOSED: This survey has concluded.

Draft Aboriginal Commitment and Action Plan Feedback Form

Complete Form

Life Cycle

Under Review

Contributions to this project are now closed for evaluation and review. The Project team will report back soon on key outcomes.

Key Dates

Draft ACAP feedback closes:
15 November 2019

Document Library

- Draft Aboriginal Commitment and Action Plan October 2019 (7.21 MB) (pdf)
- Community, Culture and Events Committee Agenda 9 October 2019 (5.61 MB) (pdf)
- Community, Culture and Events Committee Minutes 9 October 2019 (129 KB) (pdf)
- Council Agenda 21 October 2019 (123 KB) (pdf)

FAQ

What is an Aboriginal Commitment and Action Plan (ACAP)?

Why has the City of Hobart called this document an Aboriginal Commitment and Action Plan and not a Reconciliation Action Plan?

How was the Aboriginal Commitment and Action Plan developed?

How will the progress of the Aboriginal...

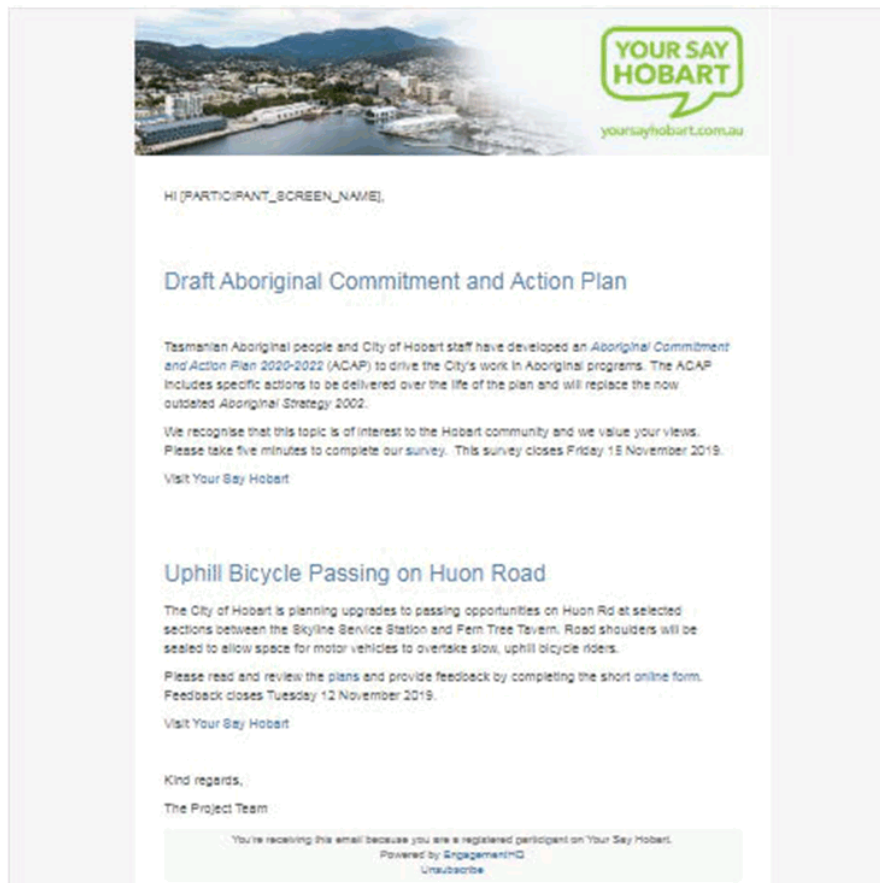
City of Hobart Facebook post

The draft Aboriginal Commitment and Action Plan was promoted on a City of Hobart Facebook post with a link to Your Say Hobart on 29 October 2019.



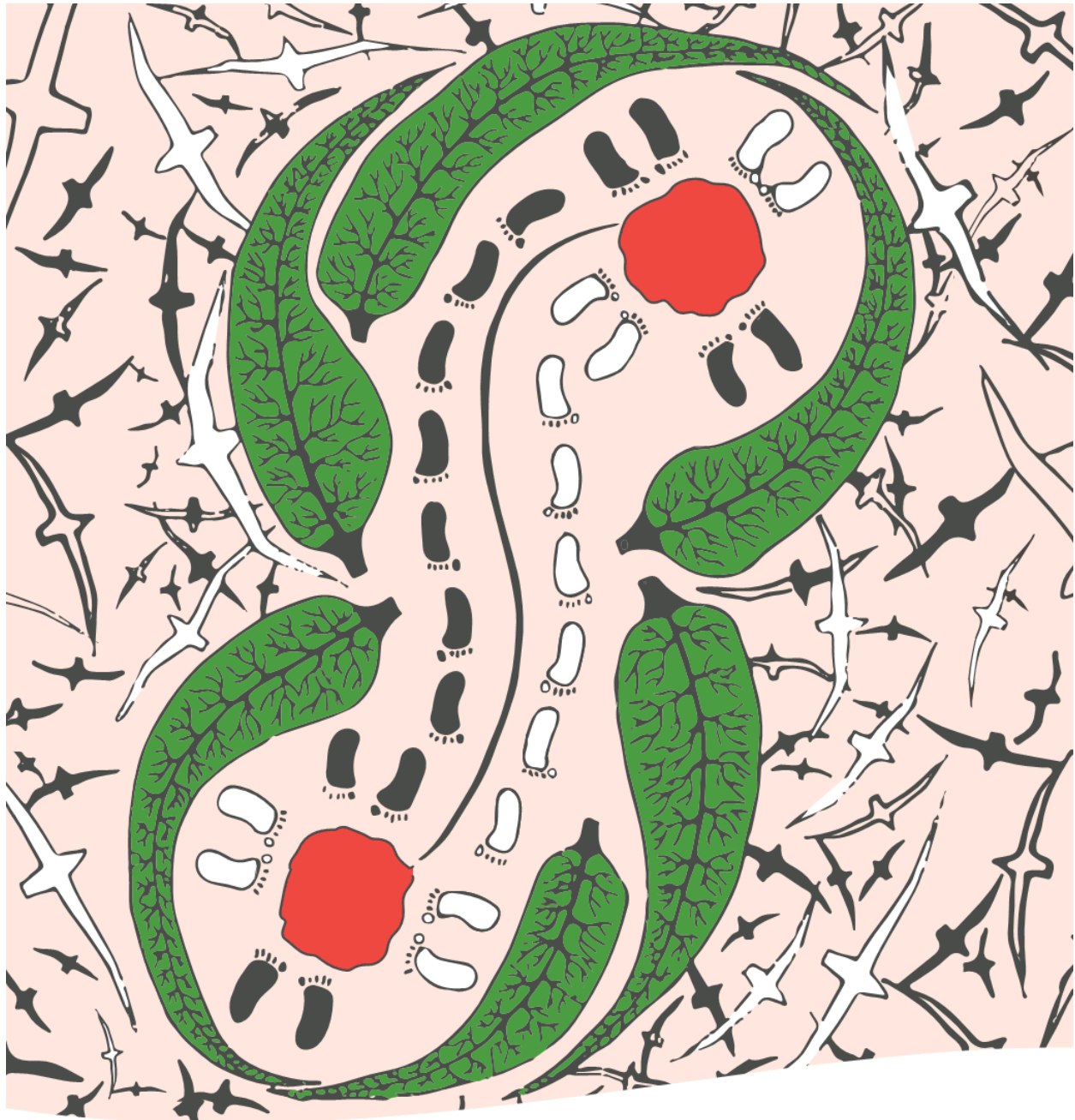
Your Say e-newsletter

Sent to 2 013 registered Your Say users on 28 October 2019.



Internal City of Hobart communications

The draft Aboriginal Commitment and Action Plan was promoted on the City of Hobart's internal communication tools "City of Hobart Update" on 4 November and on Yammer on October 28.



City of Hobart Aboriginal Commitment and Action Plan

Walking together towards reconciliation

January 2020 - January 2022



Acknowledgement

In recognition of the deep history and culture of our City, we acknowledge the Tasmanian Aboriginal people as the Traditional Custodians of this land. We acknowledge the determination and resilience of the Palawa people of Tasmania who have survived invasion and dispossession, and continue to maintain their identity, culture and rights.

We recognise that we have much to learn from the contemporary Aboriginal community who represent the world's oldest continuing culture. We pay our sincere respects to Elders past and present and to all Aboriginal people living in and around Hobart.

Document Format

In February 2019 the Council endorsed commencement of a project to develop a Reconciliation Action Plan (RAP). During the extensive community and staff engagement process (details on page 11) it became clear that the RAP format was not universally accepted. Although RAPs are nationally recognised, many Aboriginal participants requested a document that would reflect Hobart's and Tasmania's particular history and context; a document that was more nuanced and tailored and did not focus on the 'reconciliation' term.

The particular context of Hobart and Tasmania made the project approach especially important. For many years, Tasmania has been relatively silent about its Aboriginal history, and, in particular, the devastating impacts of colonialism on Aboriginal people, leading to a lack of understanding about continuing Tasmanian Aboriginal culture within Tasmania and Australia, as well as overseas. This history made the project and process to create a new action plan

especially important – it needed to be unique to Hobart and Tasmania and the outcomes needed to face these experiences and deeply consider ways of moving forward together.

This led to the decision to reframe the document as an Aboriginal Commitment and Action Plan, in line with other City of Hobart plans. This collaborative and responsive approach is intended to reflect the type of relationship the City hopes to have with Aboriginal stakeholders moving forward – one of respect, consideration, acknowledgement and walking together.

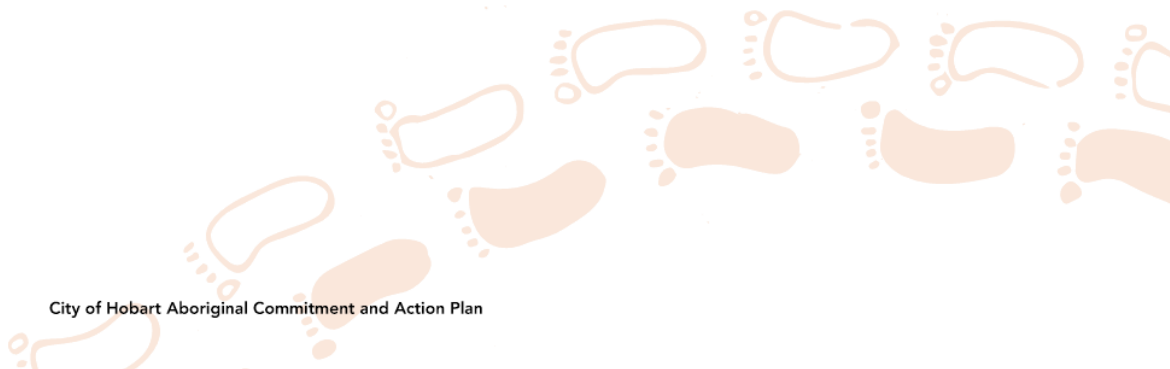
Whilst the local community has directly guided the language and the actions within this plan, it has remained closely aligned with the RAP framework. We are grateful that Reconciliation Australia recognised the unique context here in Hobart, and agreed to endorse the document as an Aboriginal Commitment and Action Plan under the RAP framework.

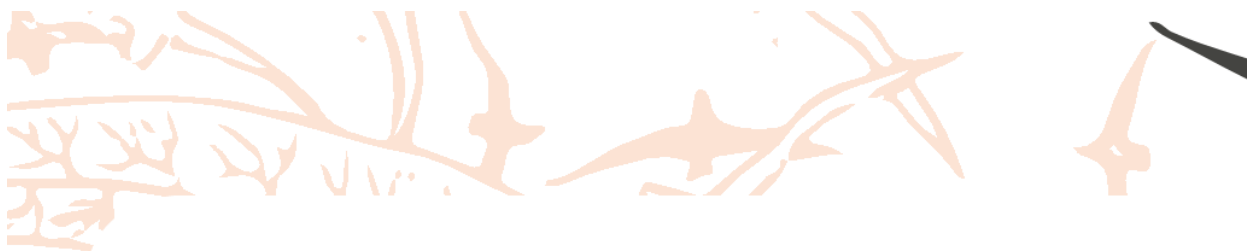




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Our Commitment to Aboriginal People in Hobart

In response to all we have heard from Aboriginal people throughout this project, the City of Hobart commits to the following in the implementation of this plan:

- recognising and valuing the strong, spiritual connection that Aboriginal people have to this place;
- walking alongside Aboriginal people as equal partners;
- seeking out and respecting diverse stories and views;
- being brave and willing to take a stance, even when it gets hard;
- working to uncover and make visible the truth of our shared history;
- working towards a culturally safe organisation;





- demonstrating leadership in reconciliation in partnership with Aboriginal people;
- being accountable and transparent about our progress against this plan;
- embracing artistic and cultural expression as valuable communication methods;
- standing with Aboriginal people in matters of significance; and
- creating a long-term vision that is maintained beyond political and budgetary cycles.



Image: Andrew Wilson



Lord Mayor's Statement

Still to come



This Place

Tasmanian Aboriginal people, also known as Palawa people, represent the southernmost, oldest continuous culture in the world. Prior to colonisation, there were nine known Aboriginal nations with close to fifty family groups living across Tasmania. They have cared for land upon which Hobart was built, for more than 40,000 years. Aboriginal people were a sovereign people in this Country. This sovereignty was never ceded.

Hobart is now known by many Aboriginal and non-Aboriginal people as Nipaluna (Nibberloonne.) This place was home to the Muwinina people of the South-East nation.

The Muwinina people thrived on this country, and were strongly connected to important places such as Kunanyi/Mt Wellington, the rivulets and Timtumi Minanya (River Derwent). The riverbanks were used as meeting places for ceremonies, storytelling, and song and dance. The women were renowned divers;

collecting abalone, oysters, mussels and other shellfish. The men hunted kangaroo, possum and other marsupials on the land, crafted tools and made bark canoes to travel to offshore islands to harvest mutton birds and seals during summer and autumn.

The living places of the Muwinina, often called middens, comprised of large deposits of shells, bones and stone tools. They mark the accumulation of thousands of years of gathering at these places along the coastline. Some middens are still visible but many have been destroyed or covered up, with some being used in mortar in European buildings some of which can still be seen today.

We recognise the devastating impact of colonisation on the Muwinina people, the Traditional Custodians of the land in Hobart and acknowledge that Aboriginal people across Tasmania now take on a key role as custodians of the land and natural resources.



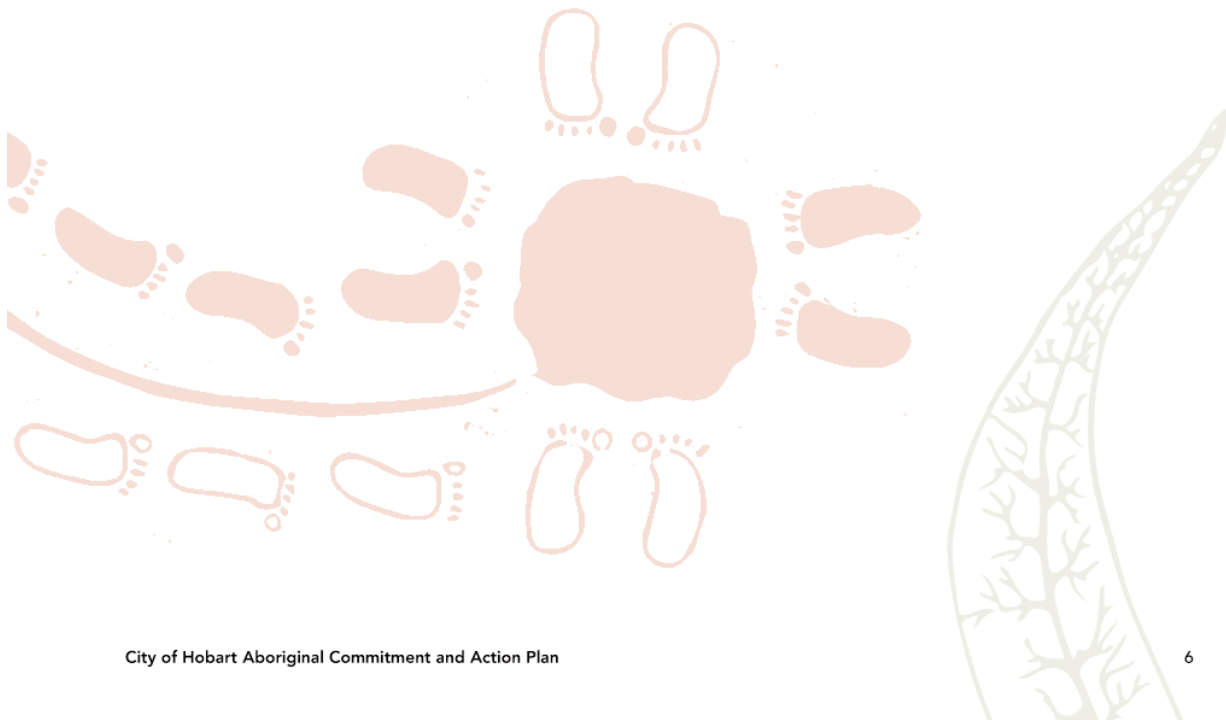


Image of Kunanyi/Mt Wellington: Alistair Bett

It was from this place that, in 1832, the Aboriginal survivors of the Tasmanian frontier wars were taken to be imprisoned on Wybalenna, Flinders Island. The majority never returned to their homelands.

Despite massacre, dispossession and oppression, Tasmanian Aboriginal people remain strong and resilient. This city continues to be a key meeting place for Aboriginal people and a hub for activism, protest and positive change.

Hobart has many layers of history, built on top of each other. This is our shared history as Tasmanians and we have a responsibility to learn and share it with all who live, work or visit our city.



Our Business

The City of Hobart is responsible for planning and delivering services to the residents of Hobart. The organisation is committed to building strong and healthy communities through diversity, participation and empathy, and achieving good quality development and urban management through good governance at a regional and community level.

Our Mission is to work together to make Hobart a better place for the community.

The City of Hobart currently has 770 employees across ten locations in Hobart. Our staff provide services to the 53,000+ residents of Hobart, alongside all who access the City for work and play. Aboriginal people make up 1.4% of the population of the Hobart LGA and 3.8% of greater Hobart. Currently there are three employees at the City of Hobart who have identified as Aboriginal.

Our Commitment and Action Plan

The City of Hobart has long been committed to social inclusion with varying degrees of focus on issues pertaining to Aboriginal people and culture. Work over the past two decades has been guided by the City of Hobart Aboriginal Strategy 2002 and has included;

- engaging with Aboriginal people on projects of significance;
- delivering and supporting community events for NAIDOC Week and National Reconciliation Week;
- providing cultural awareness training to staff;
- employment of an identified Aboriginal Community Development Officer;
- provision of an Acknowledgement of Country or Welcome to Country at all major events;
- art and interpretation projects to reflect Aboriginal history and culture; and
- supporting Aboriginal community and cultural activity through the grants program.

In February 2019, the Council approved the development of a new framework and action plan to guide and drive the City of Hobart's work in Aboriginal Programs.

This Aboriginal Commitment and Action Plan (the plan) has been developed in response to Aboriginal community and staff aspirations as heard during a significant engagement process. Details of the engagement process are provided on page 11.

The plan sets out the City of Hobart's commitment and approach to working with Aboriginal people with a commitment statement on page 1.

The action plan commencing on page 13 includes specific actions to be delivered over the life of this Plan. This plan is a document to guide the work of the City of Hobart and is not intended to guide action in the broader Hobart community.

The internal working group will lead implementation and tracking of progress against the deliverables. The group is made up of Aboriginal staff and non-Aboriginal staff and includes representation from all divisions of the City of Hobart.

A report will be prepared and shared publicly in December each year to support accountability and transparency.

City of Hobart Strategic Framework

The Aboriginal Commitment and Action Plan strongly aligns with the broader strategic framework of the organisation and responds directly to the Community Vision and Strategic Plan. This plan in turn guides action within specific annual and unit plans.



Image: Amy Brown



Image: Amy Brown

Guiding Principles from 'Hobart: A Community Vision for our Island Capital'

The community vision articulates the kind of future the Hobart community would like to see and forms the guiding document for the City of Hobart's strategic plan. The vision reflects the community's increasing expectation for action relating to Aboriginal people, heritage

and culture in the city and provides a strong mandate for delivery of this Aboriginal Commitment and Action Plan.

This plan has been developed to respond directly to the following aspirations set out in the community vision:

We are proud of our history, lineage and ancestry.

Identity statement 2.1

We are not yet reconciled with the darkness of our past.

Identity Statement 2.2

Many of us carry a strong, spiritual connection to place. This value may be intangible but it is highly significant.

Pillar 1.1.3

We celebrate Tasmanian Aboriginal community, heritage and culture.

Pillar 2.1

We recognise the Tasmanian Aboriginal community and their heritage and culture as the foundation of this place.

Pillar 2.1.1

We acknowledge the darkness of our shared history and work toward authentic reconciliation.

Pillar 2.1.2

We support the Tasmanian Aboriginal community to practise their traditions, skills and customs so they may be passed on to future generations.

Pillar 2.1.3

Our City learns from the original and continuing custodians of this land. We support projects and programs that educate us all.

Pillar 2.1.4

We engage respectfully. We are patient and acknowledge that we all have different ways of working. We actively engage on important projects.

Pillar 2.1.5

We celebrate Tasmanian Aboriginal culture and creative endeavours, supporting and participating in them as core to this place and community.

Pillar 3.3.4



Strategic Alignment

This plan aligns with the mission, values and goals of the Capital City Strategic Plan 2019-2029 and the Social Inclusion Strategy 2014 – 2019 (hobartcity.com.au/Strategies-and-plans).

In particular, the Aboriginal Commitment and Action Plan responds directly to the following goals from the Capital City Strategic Plan:

Create opportunities for people to connect to place, supporting spiritual and cultural customs and practices.

Strategy 1.1.12

Demonstrate leadership in Aboriginal social justice in partnership with Aboriginal people.

Strategy 2.1.1

Highlight Tasmanian Aboriginal history and culture, including acknowledgement of the darkness of our shared experience, through interpretation, naming, arts and events.

Strategy 2.1.2

Engage with Aboriginal people on how they want the city to work with them.

Strategy 2.1.3

Review and implement cross-cultural diversity, equal access and other awareness learning opportunities for staff.

Strategy 2.2.4

Support Tasmanian Aboriginal people to develop initiatives that enable creative and cultural practice.

Strategy 3.2.3

Support creative and cultural initiatives that invite people to engage with Tasmanian Aboriginal history and culture.

Strategy 3.2.4

Care for Tasmanian Aboriginal sites, resources and landscapes in collaboration with Tasmanian Aboriginal People.

Strategy 6.2.4

Engage with Tasmanian Aboriginal people to develop opportunities for undertaking cultural practices in Hobart's bushland.

Strategy 6.2.5

Promote diversity in the City's staff and volunteers.

Strategy 8.3.2

Community Engagement

Internal Working Group

- 16 members
- includes Aboriginal and non-Aboriginal staff
- representation from all divisions of Council

Employee Participation

- 99 employees responded to engagement survey
- 72 employees joined two workshops to design commitments
- participants represented diverse staff from all divisions in Council

Community Participation

- input from 25 Aboriginal people active in Aboriginal community affairs including 17 in-depth interviews
- diverse voices including participation from Aboriginal organisations, arts groups, education providers and government staff
- one public forum with 78 attendees
- 44 community members responded to an online survey relating to the draft plan

Elected Representatives

- individual meetings
- workshop

What we Heard

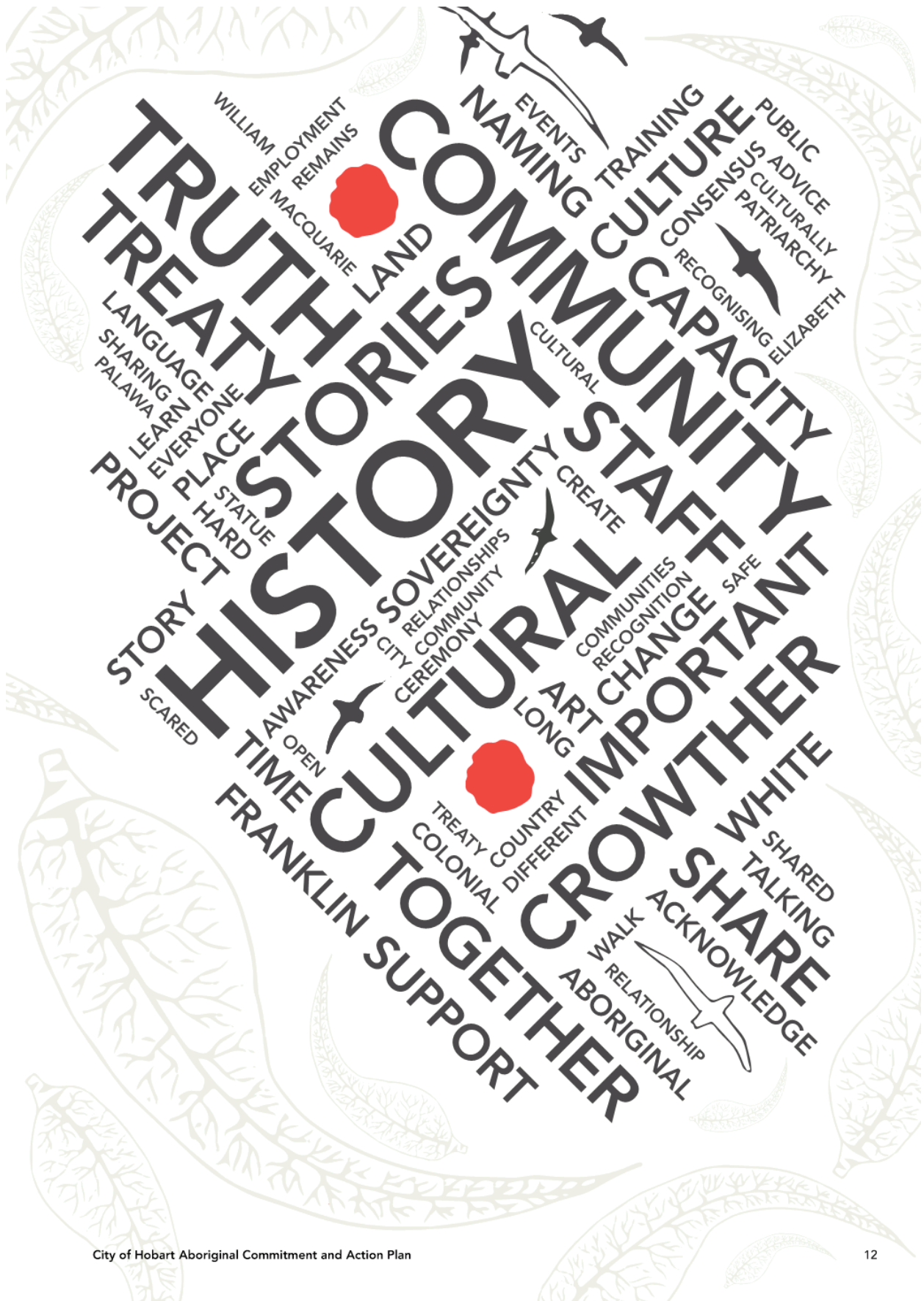
The project team were overwhelmed by the strong, positive response from community and staff who called for us to be brave in our commitment. We heard a desire for us to make this work a high priority and to remain committed to delivering this work in the long-term. We also heard a willingness to join this journey and walk with us in partnership.

The generosity, commitment and passion demonstrated by participants has been inspiring and greatly appreciated.

Strong Themes for Areas of Action Included:

- building relationships and working in partnership with Aboriginal people;
- building a culturally safe workplace and increasing understanding and respect;
- raising the profile of Aboriginal people, heritage and culture across the city and sharing the truth of history; and
- demonstrating leadership in social justice and inclusion in partnership with Aboriginal people.

All that we heard has directly informed this Commitment and Action Plan. We acknowledge the high level aspirations that were communicated, and whilst this plan is just the starting point, we know that it will set us on the right path.



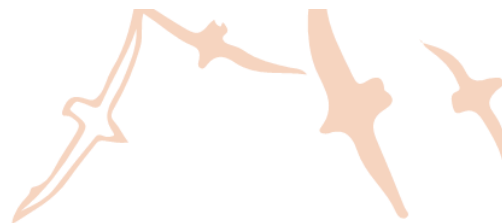


ABORIGINAL ACTION PLAN 2020 – 2022

WALKING TOGETHER

Building relationships and working in partnership with Aboriginal People.

Action	Deliverables	Responsible	Timeframe
1. Build, strengthen and maintain relationships with Aboriginal people and organisations.	Develop Aboriginal engagement protocols in alignment with the Community Engagement Framework and in collaboration with Aboriginal people.	Manager Economic Development, Engagement and Strategy Manager Community and Culture	July 2020
	Engage with Aboriginal organisations and groups on a regular basis to maintain relationships, review principles of engagement and measure success.	Manager Community and Culture	Dec 2020 Dec 2021
	Develop and maintain a list of Aboriginal contacts and information on specific engagement protocols for each.	Manager Economic Development, Engagement and Strategy Manager Community and Culture	July 2020
2. Provide opportunities for City of Hobart staff to celebrate Aboriginal people, heritage and culture and build relationships.	Advocate for cultural leave allocations to support Aboriginal staff participation in cultural business.	Working Group Manager Community and Culture	Dec 2020
	Deliver a minimum of one event for both National Reconciliation Week and NAIDOC week each year and encourage attendance by staff including the working group and senior staff.	Manager Community and Culture Manager Activation Programs and Tourism	Dec 2020 Dec 2021
	Encourage all staff including the working group, senior staff and elected members to attend NAIDOC, National Reconciliation Week and other community events.	Manager Community and Culture	July 2020 July 2021
	Communicate internally to educate and inform staff of the actions in this plan and relevant information relating to Aboriginal people, heritage and culture and events.	Manager Community and Culture	Dec 2020 Dec 2021



Action	Deliverables	Responsible	Timeframe
3. Support Aboriginal people and organisations to deliver events and programs within the City of Hobart.	Support Aboriginal individuals and groups to apply for City of Hobart grants.	Manager Activation Programs and Tourism	Dec 2020 Dec 2021
	Support a minimum of one Aboriginal community event during National Reconciliation week and/or NAIDOC week each year.	Manager Activation Programs and Tourism Manager Community and Culture	May and July annually
	Support Aboriginal people to undertake cultural practices in Hobart's bushland and reduce barriers to participation.	Manager Bushland	Dec 2021
4. Encourage partnerships with and respect for Aboriginal people and culture across our sphere of influence.	Work with partners to promote reconciliation and advocate for Aboriginal inclusion within our sphere of influence including organisations such as MONA and Macquarie Point and greater Hobart councils.	Manager Community and Culture Working Group	Dec 2020
	Promote the ACAP to the broader community through the website, social media platforms, civic banners and the city news.	Manager Community and Culture	July 2020
	Continue to support and connect with like-minded organisations to develop partnership activities for reconciliation.	Manager Community and Culture	Dec 2021
5. Improve and strengthen Aboriginal Heritage Protocols and Recognition.	Following the release of the revised Aboriginal Heritage Act, research current heritage protocols and processes and explore opportunities to increase the level of emphasis on Aboriginal cultural heritage in City development projects.	Manager Planning Policy and Heritage	Dec 2021
	Explore opportunities for knowledge sharing in relation to Aboriginal landscapes and native vegetation.	Manager Parks and Recreation	Dec 2021



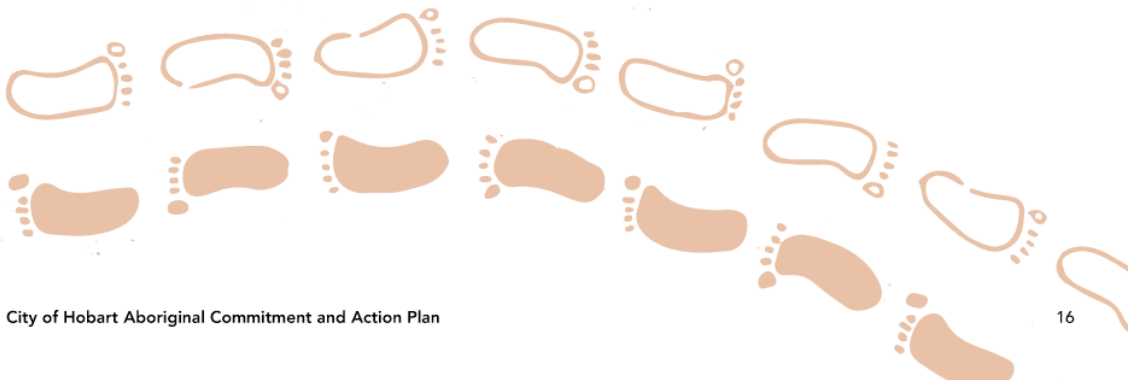
VISIBILITY AND TRUTH TELLING

Raising the profile of Aboriginal people, heritage and culture across the city and sharing the truth of history.

Action	Deliverables	Responsible	Timeframe
6. Support truth-telling across the City, including the acknowledgment of the atrocities committed during invasion.	Engage a researcher to develop an employee resource about Aboriginal language, stories and history relevant to specific sites and Hobart broadly, to support current and future work. <ul style="list-style-type: none"> Include research into the history of the City of Hobart as an organisation and make findings public with an appropriate response. 	Manager Community and Culture Manager Planning, Policy and Heritage	Dec 2021
	Following the completion of the research project, develop appropriate communication tools for the project findings such as a 'Cultural Map' of Hobart.	Manager Community and Culture	Dec 2021
	Undertake an interpretation project to tell the layered story of Crowther in Franklin Square, in collaboration with Aboriginal people.	Manager Community and Culture	Dec 2020
	Deliver the Waterfront Interpretation Plan to maximise the visibility of Aboriginal stories in Sullivan's Cove.	Executive Manager City Place Making	Dec 2021
	Commence development of a master plan for Aboriginal interpretation across Hobart that sets out longer-term goals and guiding principles.	Executive Manager City Place Making Manager Community and Culture	Dec 2021
7. Highlight Tasmanian Aboriginal history and culture through arts and events.	Develop guidelines for Aboriginal art commissioning and management.	Manager Community and Culture	July 2020
	Deliver one identified Aboriginal art commission and commence work on a second identified commission.	Manager Community and Culture	July 2021



Action	Deliverables	Responsible	Timeframe
7. (continued)	Continue to provide Aboriginal cultural activities within the Bush Adventures Program with the aim of building community awareness and understanding of Aboriginal people and culture.	Manager Bushland	Dec 2020 Dec 2021
	Increase the visibility of Aboriginal culture and history in the Tasmanian Tourism and Information Centre and consider opportunities for broader Aboriginal messaging for new residents and tourists in the city (e.g., for cruise ships).	Manager Activation Programs and Tourism	Dec 2020
8. Highlight Tasmanian Aboriginal history, people and language through naming and signage.	Review current policies and naming conventions and commence development of an Aboriginal and Dual Naming Plan/Framework for Hobart.	Executive Manager City Place Making Manager Community and Culture Manager Planning, Policy and Heritage	Dec 2021
	Increase the presence of Aboriginal words in track and path signage in bushland reserves.	Manager Bushland	Dec 2020
	Explore options for a welcome sign to acknowledge Tasmanian Aboriginal people at key entry points to the city.	Executive Manager City Place Making Manager Activation Programs and Tourism	Dec 2021





CULTURAL SAFETY

Building a culturally safe workplace and increasing understanding and respect

Action	Deliverables	Responsible	Timeframe
9. Through cultural learning, increase understanding of Aboriginal culture, rights and history across the organisation.	Review the Aboriginal cultural learning needs across various City work areas, including the outdoor workforce and volunteers to explore opportunities for targeted training.	Manager People and Capability	Dec 2020
	Provide an ongoing program of Aboriginal community led training to all staff with 50 places allocated annually.	Manager People and Capability	Dec 2020 Dec 2021
	Review induction processes to provide appropriate inclusion of Aboriginal acknowledgement and an outline of the organisation's position of respect.	Manager People and Capability Manager Community and Culture	July 2020
	Encourage elected members to attend cultural awareness training and Aboriginal community events with the aim of building relationships and learning from a diverse range of Aboriginal groups.	Manager Legal and Governance	July 2021
10. Demonstrate respect to Aboriginal people by observing cultural protocols.	Develop a cultural protocol for the provision of Welcomes to Country and Acknowledgements of Country to support consistent use across the organisation and inclusion in important meetings and events.	Manager Community and Culture	July 2020
	Provide staff with training and templates to support the provision of Welcomes to and Acknowledgements of Country at meetings and events and include a prompt within project management systems.	Manager Community and Culture	Dec 2020
	Develop and share a list of contacts for delivery of Welcomes to Country and other cultural offerings with key City of Hobart staff.	Manager Community and Culture	July 2020



Action	Deliverables	Responsible	Timeframe
10. (continued)	Ensure the provision of a Welcome to Country at all major events and important meetings including: Christmas Pageant, citizenship ceremonies, Taste of Tasmania and other large scale events.	Manager Activation Programs and Tourism Manager Community and Culture	Dec 2021
	Encourage the inclusion of appropriate Aboriginal acknowledgement by City of Hobart contractors and sponsorship and grant recipients.	Manager Activation Programs and Tourism Manager Economic Development, Engagement and Strategy	Dec 2020
11. Build culturally safe spaces through flag flying and visible acknowledgements.	Permanently display the Aboriginal flag and/or an acknowledgement in the Town Hall and Council Centre foyers.	Group Manager City Government and Customer Relations	July 2020
	Explore options for a plaque on the outside of the Town Hall acknowledging Aboriginal people.	Manager Community and Culture Manager Planning Policy and Heritage	Dec 2021
	Write to schools within Hobart to encourage them to fly the Aboriginal flag and consider ways to support the uptake.	Manager Community and Culture	July 2020
12. Publicly acknowledge Aboriginal people in print communications.	Develop meaningful acknowledgements of Tasmanian Aboriginal people in relevant corporate communications including print, web and email communications.	Manager Community and Culture	Dec 2020
	Update the City of Hobart Corporate Language Guide to include guidance on use of language and terminology relating to Aboriginal people including consideration of Aboriginal language and offensive terminology.	Manager Community and Culture	July 2020



INCLUSION AND EQUITY

Demonstrating leadership in social justice and inclusion in partnership with Aboriginal people.

Action	Deliverables	Responsible	Timeframe
13. Encourage and support Aboriginal voices across our City.	Explore opportunities for Aboriginal people to provide input with the aim of recognising and valuing the views of our Traditional Custodians and increasing the level of influence by Aboriginal people.	Manager Community and Culture Working Group	Dec 2020
	Monitor trends and movements at a state and federal level and support Aboriginal people in campaigns of significance.	Manager Community and Culture	Dec 2021
14. Support the Aboriginal community in campaigns of significance as appropriate	Support the campaign for Treaty in Australia	Manager Community and Culture	Dec 2021
	Continue to advocate for a change in the date of Australia Day and support the Tasmanian Aboriginal Community's Invasion Day Protest on 26 January in Hobart as appropriate.	Manager Community and Culture	Dec 2021
15. Support Aboriginal Recruitment, Retention and Professional Development.	Review HR and recruitment procedures and policies to develop and implement a diversity plan that includes actions to support the recruitment, retention and professional development of Aboriginal staff.	Manager People and Capability	Dec 2020
	Meet with known Aboriginal staff to build an understanding and pass key findings on to People and Capability to inform future employment opportunities.	Manager Community and Culture	July 2020
	In all job advertisements, include a diversity statement mentioning Aboriginal people.	Manager People and Capability	July 2020
	Develop Aboriginal employment opportunities within Bushland Adventures, to support development of a cultural interpretation program.	Manager Bushland	Dec 2021



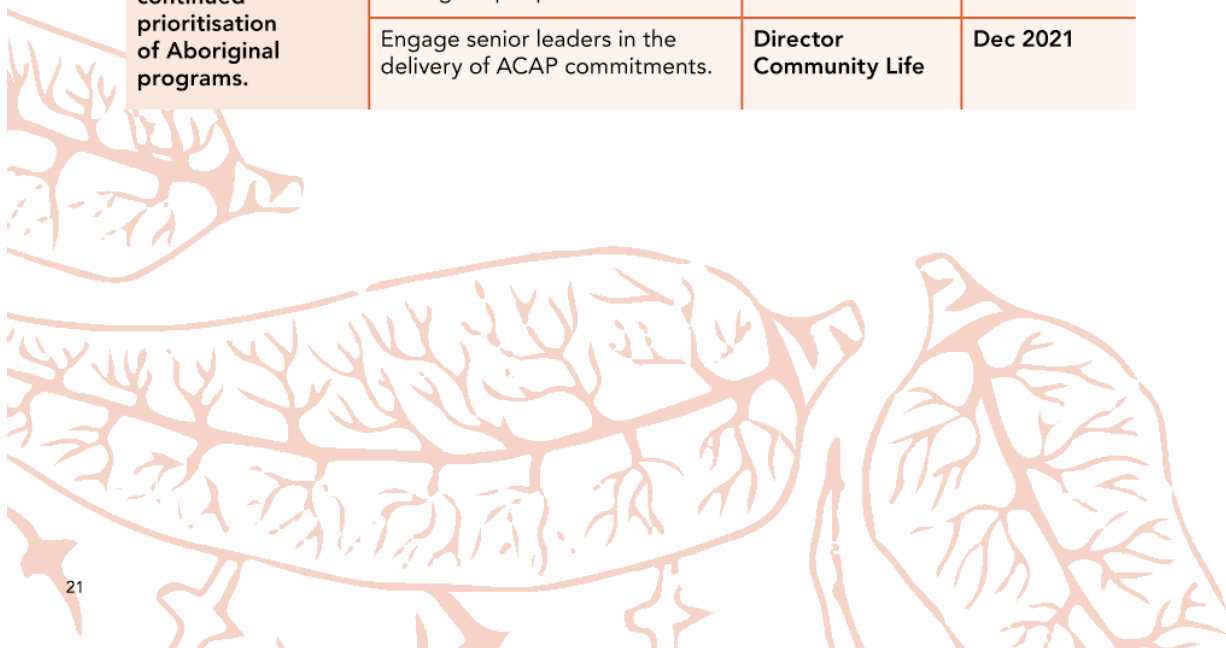
Action	Deliverables	Responsible	Timeframe
16. Promote positive race relations through anti-discrimination strategies.	Continue to provide anti-discrimination training to employees including senior leaders.	Manager People and Capability	Dec 2021
	Consult with Aboriginal employees and/or advisors in the development of the diversity plan.	Manager People and Capability	Dec 2020
	Develop a diversity plan that considers existing anti-discrimination provisions and future needs and includes actions to support anti-discrimination across the organisation.	Manager People and Capability	Dec 2020
	Publicly support anti-racism and discrimination campaigns such as Racism it Stops with Me.	Manager Community and Culture	Dec 2021
17. Increase Supplier Diversity.	Develop and deliver an Indigenous Procurement Plan that includes actions to remove barriers to procuring goods and services from Aboriginal businesses.	Group Manager Rates and Procurement	Dec 2020
	Maintain and/or develop at least one formal contractual relationship with an Aboriginal and/or Torres Strait Islander owned business.	Group Manager Rates and Procurement	Dec 2020
	Investigate Supply Nation membership.	Group Manager Rates and Procurement	Dec 2021
	Develop and communicate opportunities for procurement of goods and services from Aboriginal businesses to staff.	Manager Community and Culture	July 2021



GOVERNANCE AND ACCOUNTABILITY

Design and maintain robust systems to support action, accountability and a long term commitment

Action	Deliverables	Responsible	Timeframe
18. Establish and maintain an effective working group to support and drive the ACAP.	Continue to convene the working group. Hold quarterly meetings and maintain Aboriginal and senior staff representation.	Manager Community and Culture	Dec 2020 Dec 2021
	Define resource needs for ACAP implementation.	Manager Community and Culture	July 2020
19. Build accountability and transparency through reporting ACAP achievements, challenges and learnings both internally and externally.	Report ACAP progress publicly and to Aboriginal partners, staff, elected members and senior leaders annually.	Manager Community and Culture	Dec 2021
	Meet with Aboriginal partners to evaluate progress and map out plans for the next ACAP.	Manager Community and Culture	July 2021
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	Manager Community and Culture	Sept 2020 Sept 2021
	Register via Reconciliation Australia's website to begin developing our next ACAP/RAP.	Manager Community and Culture	July 2021
20. Commit to continued prioritisation of Aboriginal programs.	Develop the next ACAP in partnership with Aboriginal people.	Manager Community and Culture	Dec 2020
	Engage senior leaders in the delivery of ACAP commitments.	Director Community Life	Dec 2021





Glossary & Terminology Guide

Aboriginal

For the purposes of this document, the term 'Aboriginal' refers to people who identify as Aboriginal and/or Torres Strait Islander.

Acknowledgement of Country

An acknowledgement to Aboriginal people provided at the beginning of meetings, events, and other gatherings, usually in speech, as a way to pay respect to Aboriginal people and their land. An Acknowledgement can be performed by an Aboriginal or non-Aboriginal person.

Cultural Awareness

An awareness of the differences between oneself and people from other cultural backgrounds and understanding that this may require a different approach to people of other cultures.

Cultural Safety

Is providing an environment that is welcoming and respectful of other people's culture and actively working to reduce barriers to participation for people with diverse cultural backgrounds.

Elder

A title of respect endowed to leaders and/ or senior figures within a community or tribe.

Middens

The remains from past Aboriginal hunting, gathering and food making. They consist primarily of discarded shell, bone, botanical remains, ash and charcoal - ranging in size from small shallow scatters to being hundreds of meters long and found along coastlines.

Muwinina

The name for the band of Aboriginal family groups from the South East Tribe in Tasmania. Spelt in historical records as Mouheneenner.

NAIDOC

NAIDOC stands for National Aborigines and Islanders Day Observance Committee.

Nipaluna

Refers to the area around Hobart. Spelt in historical records as Nibberloonne.

Palawa

Palawa refers to Tasmanian Aboriginal people as a collective. Many, but not all, Tasmanian Aboriginal people identify as palawa or pakana.

Palawa-kani

Meaning 'Tasmanian Aborigines speak', palawa-kani is the revived form of the original Tasmanian Aboriginal languages, drawing upon extensive historical and linguistic research undertaken by the Tasmanian Aboriginal Centre.

Welcome to Country

A welcome is given by Aboriginal people to visitors to their land. A Welcome to Country might involve a speech from an Elder or community representative; providing a short history of the people and the area and may include other ceremonial elements.

Wybalenna

A place on Flinders Island to where, about 300 Aboriginal people were forcibly removed to. Within a few years most of the group were dead and by 1847 only 47 Aboriginal people remained. These survivors were sent to Oyster Cove, an ex-convict settlement south of Hobart.

Frontier Wars

The Frontier Wars refer to conflicts between white settlers and Aboriginal people during British colonisation of Australia and includes battles, acts of resistance and open massacres from 1788 to the 1930s.

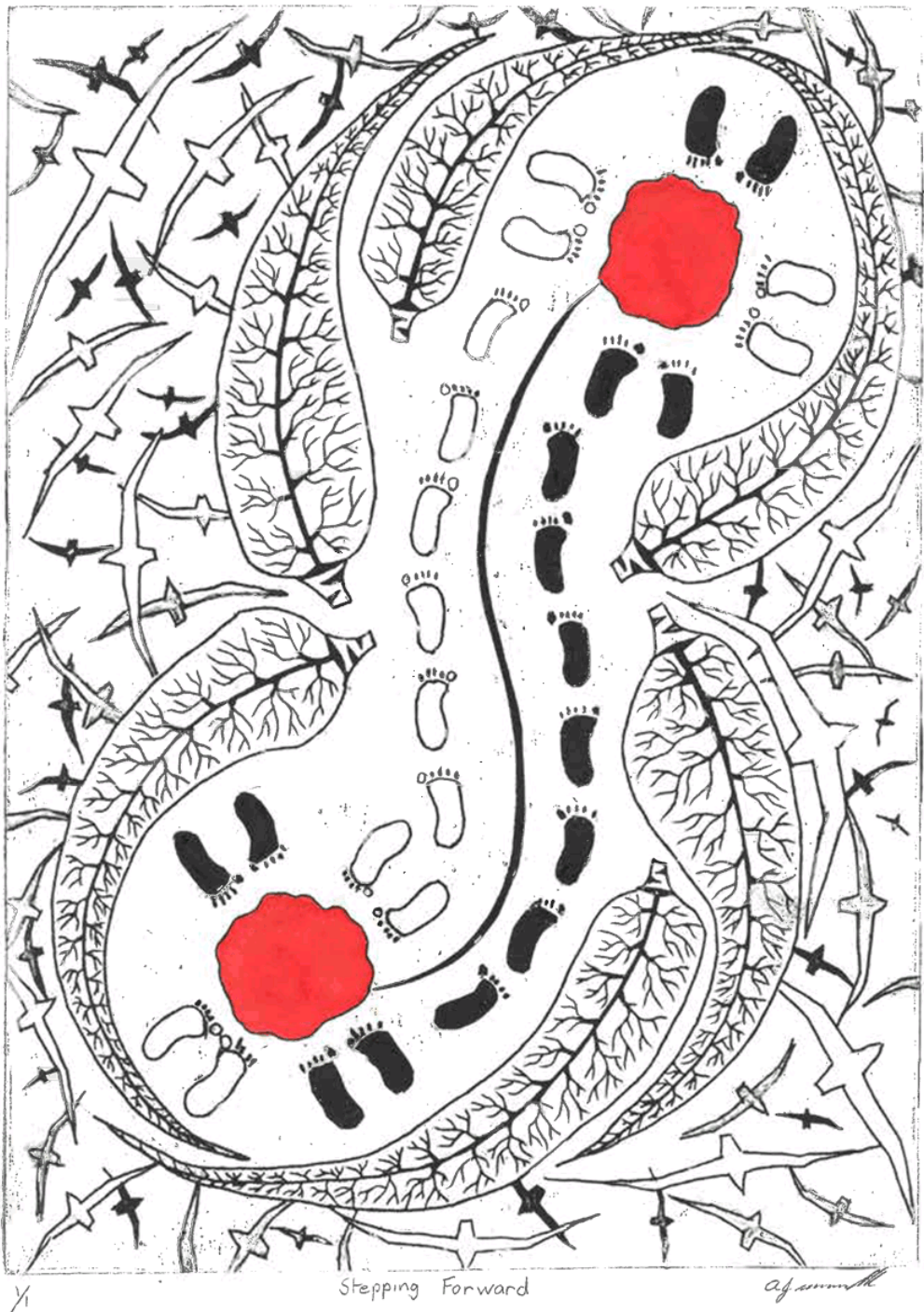
Kunanyi

Officially kunanyi/Mount Wellington, this significant mountain overlooks Hobart and has strong cultural significance to many Tasmanians.

Timtumili Minanya

Refers to the Derwent River that rises in the Central Highlands and descends over a distance of more than 200 kilometres, flowing through Hobart, before emptying into Storm Bay, bringing vital water and food to the region.





Artist Statement

Stepping Forward

This image/ print encompasses many virtuous themes including truth telling, commitment and courage.

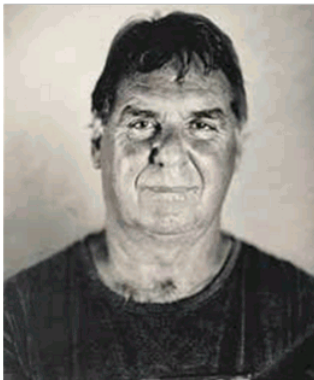
Yula (short-tailed shearwater), represents freedom surrounding the image. It is encompassing the freedom to come together, to tell the truth and have the courage to do so. Yula is a traditional Tasmanian Aboriginal food and in this image also it is the sharing of food, showing acceptance of the clans (black and white).

The gum leaves represent a life force, including shelter, tool making and fuel for fires and the veins represent the gum trees themselves.

The black and white footprints come together along different paths but meet up around the fire to share the food, sharing of warmth, the telling of truth, which is welcoming, revealing the commitment to be there. The black feet represent the Aboriginal people. The white feet represent the white community, the red represents the campfires, the four sets of feet around the campfires symbolising the coming together of two nations.

The black line is the time line, the Aboriginal people on their journey, and then on the other side of the black line, the white community on their journey and then meet at the fire of reconciliation.

Artist Bio



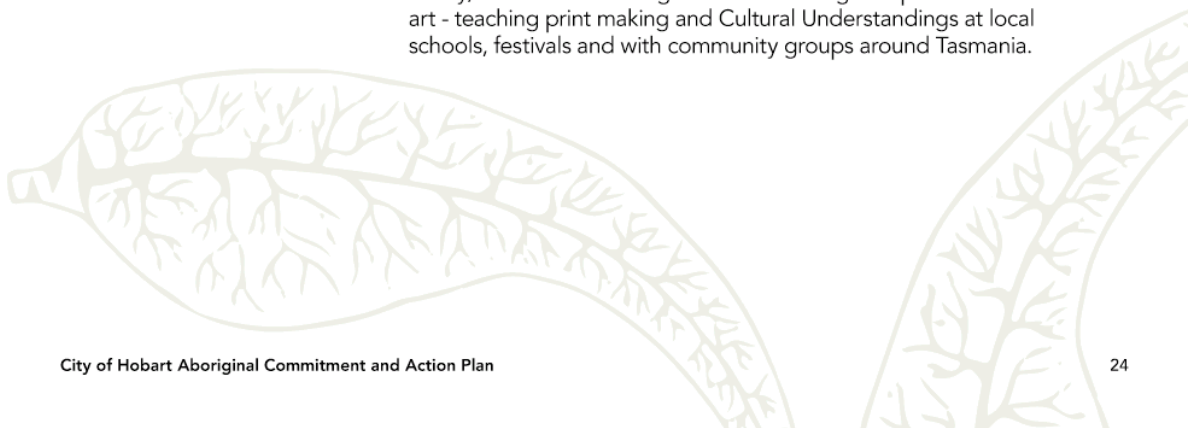
Photographer: Phillip England

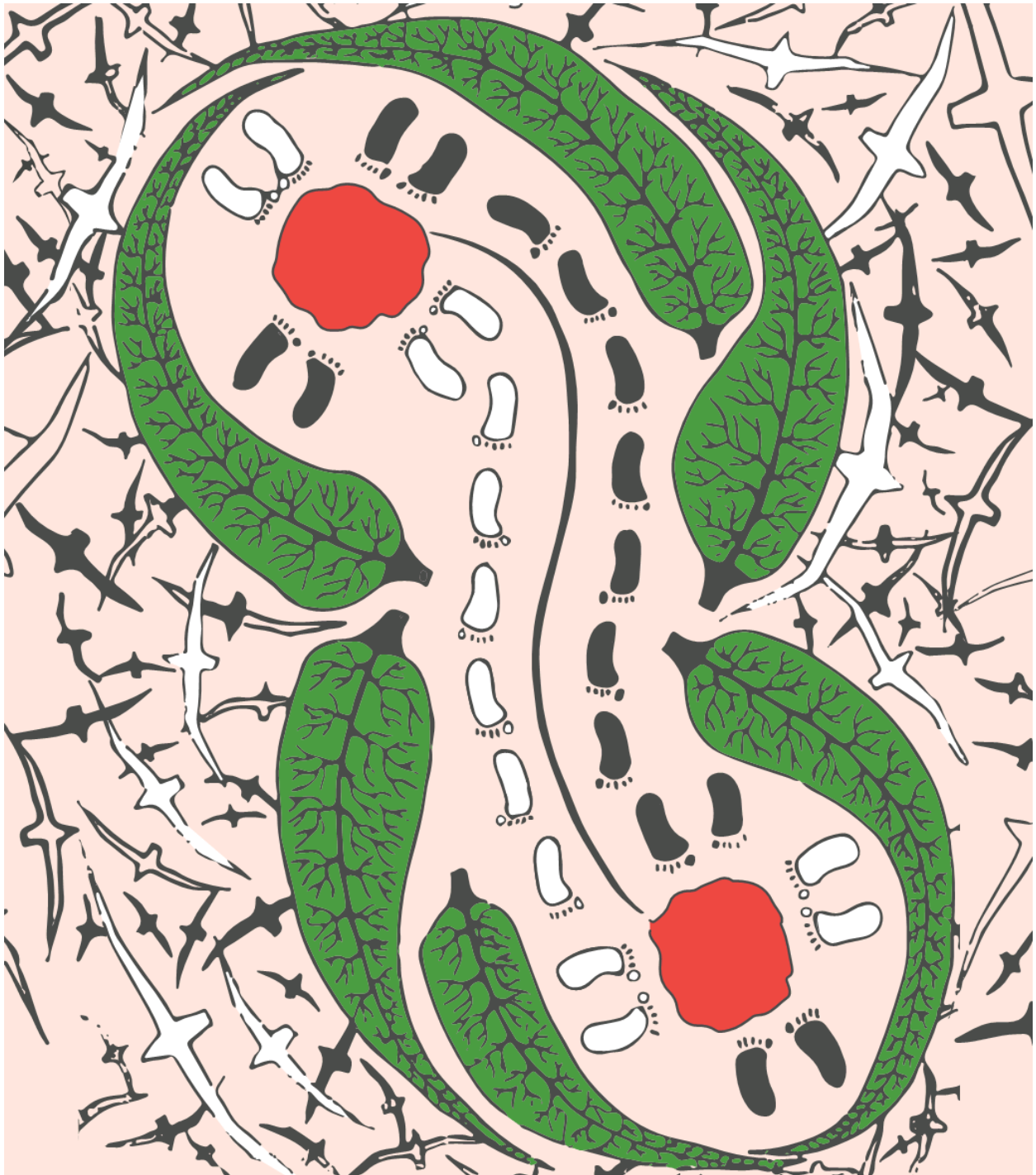
Allan Mansell is a celebrated Tasmanian Aboriginal Artist and hails directly from the survivors of the British invasion, who had inhabited the island of the Furneaux Group in Bass Strait, Tasmania. His family were the last of the Indigenous Nomadic Groups who traversed Tasmania from one end to the other in search of work and food. He was later taken by the authorities and became part of the stolen generation.

Allan had many varied jobs, including many years as a carpenter. He spent some years on fishing boats around the West Coast of Tasmania and then worked for Parks and Wildlife for over 10 years, improving and protecting much of the wilderness around the state.

Allan later settled on Bruny Island, where his mother was taken to as a child from Cape Barren Island. It was here that he built a home out of the bush and then went on to attend The University of Tasmania undertaking a four year Fine Arts Degree.

Today, Allan shares Aboriginal culture through his passion for art - teaching print making and Cultural Understandings at local schools, festivals and with community groups around Tasmania.





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6.2 National Redress Scheme
File Ref: F19/148634; 17/226

Report of the Community Participation Coordinator and the Director
Community Life of 28 November 2019 and attachments.

Delegation: Council

REPORT TITLE: NATIONAL REDRESS SCHEME

REPORT PROVIDED BY: Community Participation Coordinator
Director Community Life

1. Report Purpose and Community Benefit

- 1.1. The purpose of this report is to inform the Council of the Tasmanian State Government's Memorandum of Understanding (MOU) on the participation of local councils in the National Redress Scheme for Institutional Child Sexual Abuse (the Scheme) and to seek approval for the signing of the MOU.
- 1.2. Signing the MOU is expected to reduce the reputational and legal risk to the Council and demonstrate to the community that the Council is prepared to undertake its obligations under the National Redress Scheme thereby recognising and respecting the impact of institutional child sexual abuse on victims.

2. Report Summary

- 2.1. The National Redress Scheme was developed to provide recompense for individuals who experienced institutional sexual abuse as children. In May 2018, the Tasmanian Government committed to joining this National Scheme.
- 2.2. At its meeting held 20 May 2019, the Council agreed to participate in the National Redress Scheme as part of the Local Government Association of Tasmania's whole-of-sector response.
- 2.3. On 2 July 2019, at the Local Government Association of Tasmania (LGAT) General Meeting, all participating councils supported a decision to join the National Redress Scheme with the Tasmanian Government as the 'State Institution'.
- 2.4. Participation in the Scheme through the State Government MOU provides a clear mechanism to provide redress for any child sexual abuse that has occurred within a council in the past, which may reduce potential civil litigation.
- 2.5. Participation under the auspice of the State Government enables the processing, coordination and management of claims to be supported and coordinated by the Department of Justice and the Tasmanian Government will underwrite the redress liability for councils.
- 2.6. Under the Scheme, each council is liable for any claim received via the Scheme and each claim is limited to that council and not all councils. Claims may be up to \$150,000 per claim.

- 2.6.1. It is expected that any costs arising from claims under the Scheme would be less than those incurred from civil cases filed against Council should Council choose not to participate in the Scheme.
- 2.7. In comparison to other similar institutions, the council represents a lower risk institutional environment by virtue of less frequent involvement with children and younger people in the absence of a parent or guardian.
- 2.8. As it stands the City of Hobart has on record no incidents or allegations of Child Sexual Abuse that have historically arisen against the institution.

3. Recommendation

That the Council authorise the Lord Mayor to sign the Memorandum of Understanding on the participation of local councils in the National Redress Scheme for Institutional Child Sexual Abuse, marked as Attachment A to this report.

4. Background

- 4.1. A Royal Commission into Institutional Responses to Child Sexual Abuse was opened on 4 November 2016. Following this the Australian Government announced its intention to establish a National Redress Scheme for individuals who experienced institutional sexual abuse as children. In May 2018, the Tasmanian Government committed to joining this National Scheme.
- 4.2. The purpose of the Scheme is to provide support to people who experienced institutional childhood sexual abuse and includes three key components of redress for eligible individuals:
- a monetary payment of up to \$150,000;
 - a direct personal response; and
 - access to counselling that is consistent with National Service Principles.
- 4.3. The Scheme began 1 July 2018 and will run for a period of ten years.
- 4.4. At its meeting held 20 May 2019, the Council resolved that:
- ‘the Council participate in the National Redress Scheme as part of the Local Government Association of Tasmania’s whole-of-sector response.’

- 4.5. On 2 July 2019, at the Local Government Association of Tasmania (LGAT) General Meeting, all participating councils supported a decision to join the National Redress Scheme with the Tasmanian Government as the 'State Institution'.
- 4.6. The Tasmanian Government welcomed this decision and with support from the Child Abuse Royal Commission Response Unit, have prepared a MOU for local councils to support participation in the Scheme. The MOU is provided as Attachment A to this report.
- 4.7. LGAT describes the following benefits of joining the Scheme as under the auspice of the State Government.
 - 4.7.1. A clear mechanism to provide redress for any child sexual abuse that has occurred within a council in the past, which may reduce potential civil litigation.
 - 4.7.2. Participation under the auspice of the State Government without the need to undertake individual steps to join the Scheme. This means council claims will be received like claims against any other Tasmania Government Agency and the processing, coordination and management of claims will be supported and coordinated by the Department of Justice.
 - 4.7.3. The Tasmanian Government will underwrite the redress liability for Local Government as calculated by the Scheme Operator for individual claims for payment by Local Government in arrears.
- 4.8. There is no cost for the Council to join the National Redress Scheme or for the Tasmanian Government to administer responses to the Scheme however each council is liable for any claim received via the Scheme and each claim is limited to that council and not all councils.
- 4.9. LGAT calls for all councils to participate in the National Redress Scheme with the State Government as the 'State Institution' by signing the MOU.
- 4.10. To date approximately half the local councils in Tasmania have signed the MOU.
- 4.11. The City of Hobart currently operates the following programs that include involvement with children and young people (under 18 years of age) which are considered relevant to this Scheme:
 - Doone Kennedy Hobart Aquatic Centre daily operation, learn to swim programs and short-term childcare facilities;
 - Bush Adventures;
 - Bushcare and Trackcare community volunteer programs;
 - immunisation programs;

- Youth Programs including Youth ARC daily operations and external programs;
- Hobart Town Hall tours; and
- ad hoc events such as the Christmas Pageant, Families Week and Children's Week.

4.11.2. The City of Hobart also operated a Family Day Care Scheme between 1975 and 2007.

- 4.12. Of the programs offered by the Council, the Doone Kennedy Hobart Aquatic Centre and the historic Family Day Care Scheme are the only identified providers of unaccompanied care for young children. Youth Programs, which service older children (typically 12 years and above), also provide services in the absence of a parent or guardian.
- 4.13. In comparison to other similar institutions, the Council represents a lower risk institutional environment by virtue of less frequent involvement with children and younger people in the absence of a parent or guardian.
- 4.14. As it stands, the City of Hobart has on record no incidents or allegations of Child Sexual Abuse that have historically arisen against the institution. Given that some time has passed since the Scheme commenced, it is considered that the risk of a claim arising against Council is somewhat diminished.
- 4.15. Non-signing will prevent a whole of sector approach and create administrative and legal complexity. No formal decision has been made by the State Government regarding the support or absence thereof for individual councils that do not join the MOU. Resultant legal complexities are predicted necessitating further consultation with the Commonwealth regarding the feasibility of support for non-participating local councils.

5. Proposal and Implementation

- 5.1. It is proposed that the City of Hobart sign the MOU to participate in the National Redress Scheme for Institutional Child Sexual Abuse and that Council officers continue to monitor and respond to obligations under the Scheme.
- 5.2. Signing the MOU will align the City of Hobart with other local councils supporting the National Redress Scheme.
- 5.3. In the event of a claim/s of past institutional child sexual abuse, the City of Hobart will be liable to pay reparations.
- 5.4. Officers will continue to work with relevant stakeholders to monitor and address recommendations from the Royal Commission including development of an overarching child safety policy for all Council programs.

- 5.5. In line with the recordkeeping recommendations from the Royal Commission into Institutional Responses to Child Sexual Abuse all information and records will be managed effectively. Requests to access records would be treated as an FOI request.

6. Strategic Planning and Policy Considerations

- 6.1. Participation in the Scheme aligns with the following strategies set out in the Capital City Strategic Plan 2019-29:
- 8.1.1 Practise integrity, accountability, strong ethics and transparency in the City's governance, policymaking and operations.
 - 8.1.5 Implement best practice data management, including provisions for open data and privacy.
 - 8.2.2 Work with stakeholders and all levels of government to ensure good capital city governance.
- 6.2. Participation in the Scheme aligns with the City of Hobart Social Inclusion Strategy 2014-2019 and Children and Families Strategy 2014-2019.

7. Financial Implications

- 7.1. Funding Source and Impact on Current Year Operating Result
- 7.1.1. There is no cost for the Council to join the National Redress Scheme or for the Tasmanian Government to administer responses to the Scheme.
 - 7.1.2. Each council is liable for any claim received via the Scheme and each claim is limited to that council and not all councils. Claims may be up to \$150,000 per claim.
 - 7.1.3. It is expected that any costs arising from claims under the Scheme would be less than those incurred from civil cases filed against Council should Council choose not to participate in the Scheme.
- 7.2. Impact on Future Years' Financial Result
- 7.2.1. Claims may be made under the Scheme until 1 July 2028 and so a financial impact may be felt in future years.
- 7.3. Asset Related Implications
- 7.3.1. There are no asset related implications to this report.

8. Legal, Risk and Legislative Considerations

- 8.1. A risk assessment has been prepared and is provided in **Attachment B** to this report.

8.1.1. Non-participation in the Scheme is considered of higher risk than participation.

8.1.1.1. Non-participation opens the Council to civil law processes. LGAT advises that, unlike the Redress Scheme, payments from civil proceedings are not capped. It is however likely that a higher burden of proof is required for a civil case.

8.1.1.2. Non-participation also carries a high reputational risk.

8.2. There is a financial risk in joining the Scheme, with individual claims of up to \$150,000 allowed for, this is however considered lower than the potential cost of civil litigation were Council not to join the Scheme.

9. Environmental Considerations

9.1. There are not considered to be any environmental considerations to this report.

10. Social and Customer Considerations

10.1. The Council has a legal, social and ethical obligation to respond to claims of institutional child sexual abuse and to ensure compliance with the Scheme.

10.2. Signing the MOU and participating in the Scheme demonstrates to the community that the Council is committed to recognising and supporting victims of institutional child sexual abuse.

11. Marketing and Media

11.1. Officers will monitor media mentions and respond if and when appropriate.

12. Community and Stakeholder Engagement

12.1. Community engagement is not deemed appropriate for this issue. It is however noted that Community Life will shortly be reviewing the Children and Families Strategy which will entail extensive community engagement with children, families and the sector and will inform future work and policy in this area.

13. Delegation

13.1. This is a matter for Council determination.

As signatory to this report, I certify that, pursuant to Section 55(1) of the Local Government Act 1993, I hold no interest, as referred to in Section 49 of the Local Government Act 1993, in matters contained in this report.



Sophie Calic
**COMMUNITY PARTICIPATION
COORDINATOR**



Tim Short
DIRECTOR COMMUNITY LIFE

Date: 28 November 2019
File Reference: F19/148634; 17/226

Attachment A: Memorandum of Understanding on the participation of local councils in the National Redress Scheme for Institutional Child Sexual Abuse ↓

Attachment B: CoH Risk Assessment - MoU on the participation of local councils in the National Redress Scheme for Institutional Child Sexual Abuse ↓



**Memorandum of Understanding
on the participation of local councils
in the National Redress Scheme for
Institutional Child Sexual Abuse**

Recitals

1. The Parties enter into this Memorandum of Understanding (MoU) in recognition of the importance of the National Redress Scheme for Institutional Child Sexual Abuse. This Agreement is an acknowledgment that sexual abuse suffered by children in institutional settings is wrong and should not have happened.
2. The Parties agree the objective of providing redress for survivors of child sexual abuse is to recognise and alleviate the impact of past institutional child sexual abuse and related abuse, and to respond to the recommendations contained in the *Redress and Civil Litigation Report* of the Royal Commission into Institutional Responses to Child Sexual Abuse.
3. This MoU represents the cooperation between Parties on the participation in the National Redress Scheme and sets out the roles and responsibilities of the Parties under the National Redress Scheme.
4. This MoU is to be read in conjunction with the *National Redress Scheme for Institutional Child Sexual Abuse Act 2018* (Cth) and other related legislation.
5. The Minister for Justice or the Minister with portfolio responsibility for the National Redress Scheme and Lord Mayors are authorised to agree to amendments to this MoU in accordance with Part 5 – Governance Arrangements.

PART I – Operative Provisions

Parties

6. This MoU is between:
 - a) the State of Tasmania (the “State”); and
 - b) the local councils, being:
 - Break O’Day Council
 - Brighton Council
 - Burnie City Council
 - Central Coast Council
 - Central Highlands Council
 - Circular Head Council
 - Clarence City Council
 - Derwent Valley Council
 - Devonport City Council
 - Dorset Council
 - Flinders Council
 - George Town Council

Glamorgan – Spring Bay Council
Glenorchy City Council
Hobart City Council
Huon Valley Council
Kentish Council
Kingborough Council
King Island Council
Latrobe Council
Launceston City Council
Meander Valley Council
Northern Midlands Council
Sorell Council
Southern Midlands Council
Tasman Council
Waratah-Wynyard Council
West Coast Council
West Tamar Council

(Together, “the Parties”)

Term of this MoU

8. This MoU will commence for each Party as soon as it is signed by them. This may occur after the commencement date of the National Redress Scheme. This MoU will expire on 30 June 2028, unless terminated earlier or extended as agreed in writing by the Parties.
9. Commitments under this MoU which refer to participating government institutions, only apply to Parties that have participating government institutions declared.

Enforceability

10. The Parties do not intend any of the provisions of this MoU to be legally enforceable. However, that does not lessen the Parties' commitment to this MoU.

Delegations

11. The Minister for Justice or the relevant Minister with portfolio responsibility for the National Redress Scheme is authorised to agree to amendments to this MoU and schedules to this MoU in accordance with Part 5 – Governance Arrangements.
12. Respective Mayors are authorised to agree to amendments to this MoU and schedules to this MoU in accordance with Part 5 – Governance Arrangements.

Definitions

13. In this MoU, unless the contrary appears:
- a) where a word or phrase has a defined meaning, any grammatical form of that word has a corresponding meaning,
 - b) a reference to legislation or a legislative provision includes a reference to any amendment, substitution or re-enactment of that legislation or provision, and
 - c) the singular includes the plural and vice versa.
14. Terms in this MoU will have the same meaning as in Scheme legislation.
15. In this MoU, unless the contrary appears:

Confidential Information means information that:

- i. The Parties know, or ought to know is confidential, or
- ii. The Parties agree in writing after the commencement of this MoU is confidential information for the purpose of this MoU.

For the avoidance of doubt, Confidential Information does not include Protected Information as defined in the National Redress Scheme for Institutional Child Sexual Abuse Bill 2018. An example of Confidential Information would be a policy position shared by a Party on an issue that has arisen in the course of the Scheme.

The assessment framework policy guidelines for the monetary redress payment is Confidential Information.

Scheme legislation means:

- i. the *National Redress Scheme for Institutional Child Sexual Abuse Act 2018* (Cth) (the National Redress Scheme Act)
- ii. the National Redress Scheme for Institutional Child Sexual Abuse Rules 2018 (the Rules), and
- iii. the *National Redress Scheme for Institutional Child Sexual Abuse (Commonwealth Powers) Act 2018* (Tas).

PART 2 – Objectives

Role and purpose of this MoU

16. This MoU provides the foundation for governments to work together to implement the Scheme. This MoU will be signed by any local council that seeks to become a participating state institution for the purposes of the Scheme.
17. In addition, this MoU provides Parties with the framework for delivering the Scheme by setting out:
- a) roles and responsibilities of the State and participating local councils;
 - b) governance arrangements;
 - c) financial arrangements;

-
- d) implementation arrangements; and
 - e) Scheme operational arrangements.

Objects of the Redress Scheme

- 18. The National Redress Scheme Act set out the objects of the Scheme.
- 19. The main objects of the Scheme are to recognise and alleviate the impact of past institutional child sexual abuse and related abuse, and provide justice for the survivors of that abuse.

PART 3 – Roles and Responsibilities

Shared roles and responsibilities

- 20. The State and local councils which have had participating government institutions declared will:
 - a) work collaboratively to deliver redress from participating institutions to eligible survivors;
 - b) share information and data, subject to this MoU and privacy requirements, to promote a best practice and survivor-focused Scheme; and
 - c) identify and seek to resolve issues in a timely manner where Scheme arrangements are having unintended impacts.

Roles and responsibilities of the State

- 21. The State will:
 - a) introduce legislation to refer to the Commonwealth Parliament the text reference and the amendment reference, or adopt the relevant version of the National Redress Scheme Act once enacted and refer the amendment reference, in accordance with s 51(xxxvii) of the Constitution;
 - b) administer the participation of the Parties to the Scheme through the State Department of Justice;
 - c) deliver direct personal responses to its survivors in accordance with the Direct Personal Response Framework;
 - d) deliver access to counselling and psychological care to survivors residing in Tasmania;
 - e) fulfil reporting obligations to the Scheme; and
 - f) fulfil agreed financial obligations in accordance with Part 6 – Financial Arrangements.

Roles and responsibilities of the local councils

- 22. The local councils will:
 - a) deliver direct personal responses to its survivors in accordance with the Direct Personal Response Framework;

-
- b) fulfil information sharing and reporting obligations required under the National Redress Scheme to the State; and
 - c) fulfil agreed financial obligations in accordance with Part 6 – Financial Arrangements.

PART 4 – IMPLEMENTATION ARRANGEMENTS

Reporting

- 23. The State will provide local councils which have had claims made under the Scheme with an individual quarterly report on applications made under the Scheme that relate to their participating institutions, including information on:
 - a) the number of completed applications,
 - b) the number of completed internal reviews of decisions,
 - c) the proportion of affirmed decisions,
 - d) the proportion of accepted offers,
 - e) the number of applicants that have been determined not entitled to redress under the criminal convictions policy, and
 - f) the number of applications to be processed.

Confidential Information

- 24. Subject to clause 25, a Party must not disclose Confidential Information to anyone, without the prior written consent of the Party that provided them with the information.
- 25. A Party can disclose Confidential Information to the extent that it:
 - a) is disclosed to its internal management personnel, solely to enable effective management and/or auditing of the Scheme;
 - b) is shared within a Party, or with another agency, where this serves the State's or local council's legitimate interests;
 - c) is authorised or required by law to be disclosed, or
 - d) is in the public domain otherwise than due to a breach of this MoU.
- 26. Where a Party discloses Confidential Information to another person under clause 25 they must:
 - a) notify the receiving person that the information is confidential; and
 - b) not provide the information unless the receiving person agrees to keep the information confidential.
- 27. A Party receiving Confidential Information will take all reasonable steps to ensure that the Confidential Information of the other Party is protected at all times from any unauthorised use or access and to immediately notify the other Party if the receiving Party becomes aware of any unauthorised access to, or use or disclosure of Confidential Information.

Privacy

28. In exchanging information under this MoU, officials need to be aware of their obligations under privacy legislation.

PART 5 – GOVERNANCE**Variation of this MoU**

29. This MoU, and schedules to this MoU, may be amended at any time by agreement in writing by all the Parties.

Review of this MoU

30. The Parties may review the operation and objectives of this MoU following the review of the Scheme outlined in the Scheme legislation, or as otherwise agreed by the Parties.

Withdrawal and Termination of this MoU

31. The Parties agree that withdrawal from this MoU will be a measure of last resort.
32. A Party that ceases to be a declared participating state institution under the Scheme legislation immediately ceases to be a Party to this MoU.
33. A Party to the MoU may indicate its intent to withdraw from this MoU at any time by notifying all other Parties in writing of its intention to do so. A Party that proposes to withdraw will give at least three months' notice of its intention to withdraw.
34. Following notification of a Party's intention to withdraw from this MoU under clause 33, the terms of withdrawal, including the date on which the Party will cease to be a Party, and arrangements necessary because of the withdrawal, will be negotiated in good faith and agreed between the State and the Party intending to withdraw from this MoU.
35. If a Party withdraws, this MoU will continue between all remaining Parties.

Counterparts

36. This MoU may be executed in any number of counterparts. All counterparts, taken together, constitute this MoU. A Party may execute this MoU by signing any counterpart.

Dispute Resolution

37. Any Party may give notice in writing to other Parties of a dispute under this MoU.
38. Officials of relevant Parties will attempt to resolve any dispute in the first instance.
39. If a dispute is unable to be resolved by officials, it may be escalated to the Minister for Justice or relevant Minister with responsibility for redress and Lord Mayors.

Ministerial Declarations

40. Local councils will declare the participating local council institutions as participating State institutions.

-
41. Local councils are required to specify which local government institutions they agree to being declared under the Scheme, in accordance with the Scheme Legislation, and may do this by specifying a list of institutions by class.
 42. The State will arrange the Commonwealth Minister responsible for redress to declare the specified local government institutions as participating institutions where the relevant requirements are met. The Minister's declaration will be in the form of a notifiable instrument (which is not disallowable).

PART 6 – FINANCIAL ARRANGEMENTS

43. The Scheme operates on a 'responsible entity pays' basis, as recommended by the Royal Commission into Institutional Responses to Child Sexual Abuse. Parties will fund the cost of providing redress to each eligible survivor for whom one of their participating government institutions is responsible. This includes the monetary payment, access to CPC and costs associated with delivering direct personal responses.
44. Participating local government institutions that are determined to be responsible for abuse will pay the Commonwealth Government administrative charge, set at 7.5 per cent of the total value of the institution's gross liability for redress payments made in relation to that abuse in each quarter.
45. Participating local government institutions, will also be required to pay a per-claim contribution towards legal support costs, delivered by the Scheme's legal support services. This amount will be \$1,000 for each claim for which the institution is the only liable participating institution, or a portion of the \$1,000 contribution proportionate to the institution's share of the redress payment where it is jointly responsible for providing redress with another institution or institutions. This amount does not include any GST, and no GST will be charged. These costs are directly attributable to supporting eligible applicants to access legal support.
46. The State will not seek a contribution from participating local government institutions to the State's administrative costs arising from the coordination and management of local government institution claims.
47. The State will underwrite participating local government institutions as assessed by the Scheme Operator and levy participating local government institutions accordingly.
48. Parties will be invoiced in arrears on a quarterly basis. The quarterly invoice will include the total amount owed and the total number of applicants who have been paid in the quarter broken down by CPC contribution, redress payment, legal support contribution and administrative charge along with details for payment.
49. The Parties note that the per-claim administrative charge will be reviewed by the Commonwealth Government in accordance with the requirements under the Scheme legislation to ensure it accurately reflects the costs being recovered.

PART 7 – THE SCHEME

50. The National Redress Scheme Act establishes the National Redress Scheme for Institutional Child Sexual Abuse. It provides the legislative basis for entitlement,

participation, how to obtain redress, offers and acceptance of redress, provision of redress, funding, funder of last resort and other administrative matters.

Responsibility for redress

51. A participating institution will be responsible for redress if the abuse occurred in circumstances where the institution is, or should be treated as being, primarily or equally responsible for the abuse.

Release from civil liability

52. Survivors receiving redress under the Scheme will be required to release the responsible participating institution(s), their associates and the officials of these institutions (other than the abuser) from all civil liability in relation to all instances of child sexual abuse, and related non-sexual abuse within scope of the Scheme. This will be a condition of accepting any components of redress under the Scheme.
53. Where a participating institution has been released from civil liability either at common law or under another payment scheme in relation to the abuse they have been found liable for under the Scheme, then that release and any confidentiality provisions, cannot be relied upon for the limited purpose of determining the payment amount that a survivor may be entitled to under the Scheme.
54. Parties agree that their participating government institutions will waive their rights under prior releases to the extent necessary, and will not take action against survivors for failing to comply with the prior release simply on the basis that the survivor has applied for redress and notified the Scheme of information relevant to their application including a prior payment received. All other conditions under existing releases with survivors will remain.

Counselling and psychological care (CPC)

55. Parties agree that survivors found eligible under the Scheme, and who have signed the release from civil liability, will have the opportunity to access CPC to address the impact of their experience.
56. The State will provide access to CPC by delivering CPC services directly to survivors residing in Tasmania and receiving a tiered payment of \$1,250, \$2,500 or \$5,000 from responsible institutions for the provision of their services.

Direct personal response

57. Parties agree that survivors who are entitled to redress under the Scheme, and who have signed the release from civil liability, should have the opportunity to receive a direct personal response from the responsible participating institution(s), if they choose it.
58. Parties that have had participating institutions declared agree to adhere to the National Redress Scheme for Institutional Child Sexual Abuse Direct Personal Response Framework 2018.

Signed for and on behalf of the State of
Tasmania by



The Honourable Elise Archer MP
Attorney-General and Minister for Justice

Date **5 August 2019**

Signed for and on behalf of the
Break O'Day Council by

Cr Mick Tucker
Mayor of the Break O'Day Council

Date

Signed for and on behalf of the
Brighton Council by

Cr Tony Foster
Mayor of the Brighton Council

Date

Signed for and on behalf of the
Burnie City Council by

Ald Steven Kons
Mayor of the Burnie City Council

Date

Signed for and on behalf of the
Central Coast Council by

Cr Jan Bonde
Mayor of Central Coast Council

Date

Signed for and on behalf of the
Central Highlands Council by

Cr Loueen Triffitt
Mayor of the Central Highlands Council

Date

Signed for and on behalf of the
Circular Head Council by

Cr Daryl Quilliam
Mayor of the Circular Head Council

Date

Signed for and on behalf of the Clarence City
Council by

Ald Doug Chipman
Mayor of the Clarence City Council

Date

Signed for and on behalf of the Derwent Valley
Council by

Cr Ben Shaw
Mayor of the Derwent Valley Council

Date

Signed for and on behalf of the Devonport City Council by

Signed for and on behalf of the Dorset Council by

Ald Annette Rockliff

Acting Mayor of the Devonport City Council

Date

Cr Greg Howard

Mayor of the Dorset Council

Date

Signed for and on behalf of the Flinders Council by

Signed for and on behalf of the George Town Council by

Cr Annie Revie

Mayor of the Flinders Council

Date

Cr Bridget Archer

Mayor of the George Town Council

Date

Signed for and on behalf of the Glamorgan – Spring Bay Council by

Signed for and on behalf of the Glenorchy City Council by

Cr Debbie Wisby

Mayor of the Glamorgan – Spring Bay Council

Date

Ald Kristie Johnston

Mayor of the Glenorchy City Council

Date

Signed for and on behalf of the Hobart City Council by

Signed for and on behalf of the Huon Valley Council by

Ald Anna Reynolds

Lord Mayor of the Hobart City Council

Date

Cr Bec Enders

Mayor of the Huon Valley Council

Date

Signed for and on behalf of the Kentish Council by

Signed for and on behalf of the Kingborough City Council by

Cr Tim Wilson

Mayor of the Kentish Council

Date

Cr Dean Winter

Mayor of the Kingborough City Council

Date

Signed for and on behalf of the King Island Council by

Signed for and on behalf of the Latrobe Council by

Cr Julie Arnold

Mayor of the King Island Council

Date

Cr Peter Freshney

Mayor of the Latrobe Council

Date

Signed for and on behalf of the Launceston City Council by

Signed for and on behalf of the Meander Valley Council by

Ald Albert van Zetten

Mayor of the Launceston City Council

Date

Cr Wayne Johnston

Mayor of the Meander Valley Council

Date

Signed for and on behalf of the Northern Midlands Council by

Signed for and on behalf of the Sorell City Council by

Cr Mary Knowles

Mayor of the Northern Midlands Council

Date

Cr Kerry Vincent

Mayor of the Sorell Council

Date

Signed for and on behalf of the Southern Midlands Council by

Signed for and on behalf of the Tasman Council by

Cr Alex Green

Mayor of the Southern Midlands Council

Date

Cr Kelly Spaulding

Mayor of the Tasman Council

Date

Signed for and on behalf of the Waratah Wynyard Council by

Signed for and on behalf of the West Coast Council by

Cr Robert Walsh

Mayor of the Waratah Wynyard Council

Date

Cr Phil Vickers

Mayor of the West Coast Council

Date

Signed for and on behalf of the West Tamar Council by

Cr Christina Holmdahl

Mayor of the West Tamar Council

Date

Risk Register: *To be used for simple/lower risk projects, activities and events.*

Project: Local Council MOU regarding Participation in the National Redress Scheme for Institutional Child Sexual Abuse



Prepared by: Sophie Calic, Community Participation Coordinator

Date: 24/11/2019

Hazard/Risk	Effect/Impact Identify consequences, contributing factors.	Controls Refer to hierarchy of controls Include monitoring activities – when, how often.	Responsibility for Controls	Risk Score With effective controls	Risk Rating	Treat or accept risk?	Additional Risk Treatment Consider cost /benefit, responsibility, monitoring activities		Notes
							Treatment	Revised Risk Rating	
Risk: not signing the MOU	Reputational damage Increased chance of civil litigation	Sign the MOU and participate in the scheme under the auspice of the State Government	Council Community Life	C3	Medium	Accept			Should council not sign the MOU the risk would increase to High.
Risk: claim made to Council under the Redress Scheme	Financial impact of up to \$150,000 per claim	No known potential claims made to council under the scheme to date. Council has not been involved in high risk activities (such as	Legal	B3	Medium	Accept			This risk is considered moderate as there have, to date, been no claims made to council under the scheme.

Hazard/Risk	Effect/Impact Identify consequences, contributing factors.	Controls Refer to hierarchy of controls Include monitoring activities – when, how often.	Responsibility for Controls	Risk Score With effective controls	Risk Rating	Treat or accept risk?	Additional Risk Treatment Consider cost /benefit, responsibility, monitoring activities		Notes
							Treatment	Revised Risk Rating	
		child care) for some years. Ensure child safety and record keeping practices are thorough and comply with obligations under the scheme.							The risk of civil lawsuits increases if Council does not participate in the Scheme. The cost of civil litigation would likely be higher than payments under the Scheme.
Risk: failing to meet the obligations of the MOU and the Redress Scheme	Legal and reputational	Comply with the terms of the MOU and participate as appropriate. Respond appropriately to any claims received under the Scheme. Area of Council designated as responsible for ensuring compliance.	Community Life	B3	Medium	Accept			Council has a legal, social and ethical obligation to respond to claims of institutional child sexual abuse and to ensure compliance with the Scheme.

Appendix A – Risk Assessment

Step 3 If C was picked move up from there & If 4 was picked move across from there. Stop where the 2 meet. C4=Extreme. Risk Score = C4 Extreme

ADDITIONAL RISK TREATMENT							
Consequence	5	Catastrophic	High	Extreme	Extreme	Extreme	Extreme
	4	Major	Medium	High	High	Extreme	Extreme
	3	Moderate	Low	Medium	Medium	High	High
	2	Minor	Low	Low	Medium	High	High
	1	Insignificant	Low	Low	Low	Medium	Medium
			Rare	Unlikely	Possible	Likely	Almost Certain
			A	B	C	D	E
		Step 1 Choose One letter A Rare B Unlikely C Possible D Likely E Almost Certain	<10% chance of occurring Highly unlikely, but it may occur in exceptional circumstances. It could happen, but probably never will.	10-35% chance of occurring Not expected, but there's a slight possibility it may occur at some time.	35-65% chance of occurring The event might occur at some time as there is a history of infrequent occurrence inside and/or outside organisation.	65-90% chance of occurring There is a strong possibility the event will occur as there is a history of frequent occurrence inside or outside organisation	>90% chance of occurring Very likely. The event is expected to occur in most circumstances as there is a history of regular occurrence inside or outside organisation.
			Likelihood				

HIERARCHY OF CONTROLS		
	Elimination	e.g. Discontinue use of product, equipment, cease work process.
	Substitution	e.g. Replace with a similar item that does the same job but with a lower hazard level
	Elimination	e.g. Discontinue use of product, equipment, cease work process.
	Substitution	e.g. Replace with a similar item that does the same job but with a lower hazard level
	Isolation	e.g. Put a barrier between the person and the hazard
	Engineering controls	e.g. Change the process, equipment or tools so that the risk is reduced
	Administrative controls	e.g. Guidelines, procedures, rosters, training to minimise the risk
Least effective	Personal protective equipment	e.g. Equipment used to provide a temporary barrier

ADDITIONAL RISK TREATMENT		
Rating	Risk Treatment Action	Risk Authority positions, offices or committee which are authorised to accept the level of risk
	Step 4	
Extreme	Additional controls and/or monitoring to reduce the likelihood and/or consequence to be identified as a priority and appropriate actions implemented.	Director, Project Sponsor
High	Additional controls and/or monitoring to reduce the likelihood and/or consequences to be identified and appropriate actions implemented.	Unit Manager, Project Sponsor
Medium	Additional controls and/or monitoring to reduce the likelihood and/or consequences to be considered and costed for possible action if resources permit.	Responsible officer, Project Manager
Low	To be noted – no action needed.	Responsible officer, Project Manager

Step 2

= Select a box that has words highlighted in Yellow that is most appropriate to the injury that could happen to someone (HCC worker, member of the public). Once the box is picked, move along that row to the left to the Number Highlighted in Yellow. Consider other consequences' to ensure that you aren't inadvertently creating a greater consequence in some of the other Consequence Descriptors, e.g. Environment & Sustainability, Service / Business Continuity

		Consequence Descriptors						
RATING		Financial	Service/ Business Continuity	Regulatory / Legal	Reputation & Image	Health and Safety	Environment & Sustainability	Strategy
Catastrophic	5	Financial impact in excess of 20% of budget.	Loss of service capacity for indefinite period at one or more sites of operation. City wide disruption. Inability to meet customer expectations.	Significant legal, regulatory or internal policy failure (eg Council suspended / dismissed / parties incarcerated).	Government enquiries and ongoing national and/or state media attention. Extensive ongoing publicised attention from numerous or significant key stakeholders (e.g. health organisations, community groups and peer organisation).	Unplanned loss (or extended absence) of a senior executive, or several key staff. Loss of life or permanent incapacitation. Highly significant impact on staff morale.	Major widespread loss of environmental amenity. Impact not fully reversible.	Many major components of strategic plan/objectives not achieved or complied with.
Major	4	Financial impact between 10 -20% of budget.	Loss of service capacity for between 1 day and 1 week. Major localised disruption. Some areas unable to meet customer expectations.	Major legal, regulatory or internal policy failure (e.g. Council investigated / Sanctions / Legal Actions).	Extensive ongoing state media exposure. Repeated ongoing publicised attention from numerous or significant key stakeholders.	Unexpected loss (or extended absence) of a key staff member with specialist knowledge without which the business is significantly affected. Serious injury or incident which required hospitalisation. Significant impact on staff morale.	Severe loss of environmental amenity and continuing environmental damage. Impact reversible within 5 years.	Many components of the strategic plan/objectives not achieved or complied with.
Moderate	3	Financial impact between 5-10% of budget	Loss of service capacity for between 4 hours and 1 day. Significant localised disruption. Some impact on meeting customer expectations.	Limited legal, regulatory and internal policy failure (e.g Regulatory notices).	Isolated state media exposure. Attention from a limited number of key stakeholders with restricted publicity.	Unexpected loss (or extended absence) of a key staff member who is integral to the business with specialist knowledge. Injury or incident requiring medical attention. Moderate impact on staff morale.	Isolated but significant instances of environmental damage. Impact fully reversible within 1 year.	Sections of the strategic plan/objectives not achieved.
Minor	2	Financial impact between 1-5% of budget.	Loss of service capacity for between 2 and 4 hours. Small number of customers affected. Little impact on meeting customer expectations.	Minor legal, regulatory and internal policy failure (e.g agreed reparatory actions).	Local media exposure. Isolated attention from one key stakeholder with little or no publicity.	Unexpected loss (or extended absence) of a senior staff member. Minor injury or incident which required first-aid. Limited impact on staff morale.	Minor instances of environmental damage. Impact fully reversible within 3 months.	Minor part of strategies or objectives not achieved.
Low	1	Financial impact less than 1% of budget	Loss of service capacity for <2hrs. Small number of customers affected. Nil impact on meeting customer expectations.	Insignificant legal, or internal policy failure. No sanction imposed by the courts.	No media exposure. Isolated attention from a minor stakeholder with no publicity.	Unexpected loss (or extended absence) of a single staff member. Near miss incident.	Negligible environmental damage. Reversible within 1 week.	Little or no effect on strategies or objectives.

6.3 Social Inclusion Index - Connected Community Program
File Ref: F19/151182; 19/109

Report of the Manager City Information and the Director City Innovation
of 28 November 2019 and attachment.

Delegation: Council

REPORT TITLE: SOCIAL INCLUSION INDEX - CONNECTED COMMUNITY PROGRAM

REPORT PROVIDED BY: Manager City Information
Director City Innovation

1. Report Purpose and Community Benefit

This report identifies the requirements and subsequent recommendations for the development of both a *Housing and Homelessness Index* and a *Social Inclusion Index* within a broader Social Inclusion Framework. These indices would provide an improved and quantifiable understanding of Hobart's social and economic issues through access to, and combined presentation of third-party macro and microeconomic data.

2. Report Summary

2.1. At its meeting held on 17 June 2019, the Council resolved the following:

"That a report be provided considering the addition of a Social Inclusion Index (SII), as an initiative of the Connected Community Program within the Connected Hobart Action Plan. The index would serve to support and measure the impact of, and potential actions for, homelessness in Greater Hobart."

2.2. An initiative (CVI02) was subsequently included in the *Connected Hobart Action Plan* that would seek to better understand influences on priorities such as housing affordability, homelessness and social inclusion. The Connected Hobart program was endorsed by Council on 9 September 2019.

2.3. Officers subsequently undertook a broad review of existing national and international social and economic indicators, frameworks and reports. A summary of the most relevant inputs, including both their relevance to social inclusivity within Greater Hobart, and their specific focus on housing and homelessness, are included in Table 1:

	Relevant Home and Housing Measures	Data for Tasmania	Data for Greater Hobart	Data for Hobart LGA	Data for other states	Data for Australia
Australian Institute of Health and Welfare (AIHW) - Healthy Community Indicators and Welfare Indicators	Yes	Yes	No	No	No	No
Department of Health and Human Services (Vic) Outcomes Framework	Yes	No	No	No	Yes	No

Human Services (NSW) Outcomes Framework	Yes	No	No	No	Yes	No
Department of Health and Human Services (Tas) Outcomes Framework	Yes	Yes	No	No	No	No
National Cities Performance Framework	Yes	Yes	Yes	No	No	No
Social Progress Index	N/A	No	No	No	No	Yes
A Social Inclusion Strategy for Tasmania September 2009	Yes	Yes	Yes	No	No	No
UN Sustainable Development Goals	N/A	No	No	No	No	No
Liveable Cities Australia October 2017	Yes	No	Yes	Yes	Yes	No

Table 1: Summary of existing reports, dashboards and indices relating to potential development of a Social Inclusion Index initiative

- 2.1. The review highlighted that in order for a Social Inclusion Index to provide a quantifiable measure of Hobart's progress towards becoming a socially inclusive city, and therefore guide decision-making, such an index would require a broader scope than that identified in the original motion (i.e. a focus on housing and homelessness).
- 2.2. Example additional areas for calculation for a Social Inclusion Index would include data sources across health, safety, education, employment, economic and transport domains (refer Figure 1 below).

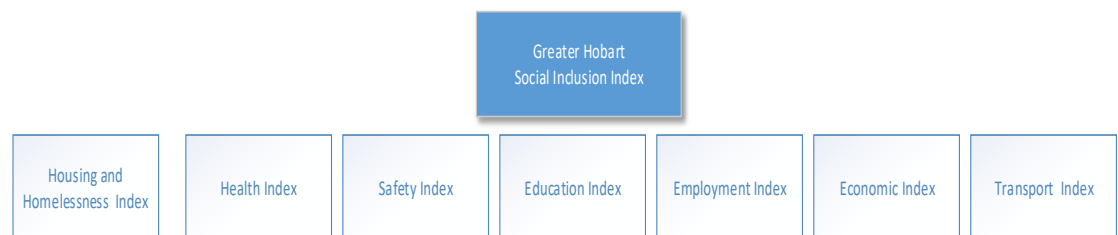


Figure 1

- 2.3. Therefore in accordance with the above resolution, the focus of this report are the requirements to first establish a "Housing and Homelessness Index" as a component of a "Social Inclusion Index" (the parent index) on the basis that in a socially inclusive city, all citizens should have access to appropriate, affordable and stable housing.

- 2.4. The policy and research review identified that both available data and qualitative publications were inconsistent in geographical aggregation, release frequency, and currency across given reference periods.
- 2.5. Specifically for housing, and housing and homelessness within Greater Hobart, the most pressing issue is lack of publicly available data on a regular quarterly basis.
- 2.6. While State level data is commonly available (e.g. through the AIHW), detailed data at the Greater Capital City Statistical Area (GCCSA) and Local Government Area (LGA) aggregation is not publicly accessible.
- 2.7. Ownership of this data resides with agencies within the Tasmanian State Government and Commonwealth Government. Due to the sensitive nature of the information, reliable access to these data sources would require formal data sharing agreements.
- 2.8. Without this data, the veracity of a Greater Hobart Housing and Homelessness Index would be significantly diminished.

3. Recommendation

That:

1. ***Council endorse the establishment a Greater Hobart Housing and Homeless sub-index.***
2. ***Council review and accept the identified data point inclusions (inputs) to a Greater Hobart Housing and Homelessness Index as identified in this report.***
3. ***Council pursue data sharing agreements with the relevant State and Federal authorities to enable access to reliable de-identified data for use in a Housing and Homelessness Index.***
4. ***Council endorse further analysis to establish requirements for the development of a fully representative Social Inclusion Index incorporating data sources for health, safety, education, employment, economic and transport domains.***

4. Background

- 4.1. Development of a Social Inclusion Index (SII) was tabled at the Economic Development and Communications Committee held on 23 May 2019, as a motion titled "Social Inclusion Index – Connected Community Program".
- 4.2. On 17 June 2019, Council subsequently resolved the following:

“That a report be provided considering the addition of a Social Inclusion Index (SII), as an initiative of the Connected Community Program within the Connected Hobart Action Plan. The index would serve to support and measure the impact of, and potential actions for, homelessness in Greater Hobart.”

- 4.3. A broad review of existing national and international social and economic indicators, frameworks and reports was undertaken by officers between July and September 2019 as input into the potential development of an index.

5. Proposal and Implementation

- 5.1. The purpose of the housing and homelessness sector is to provide pathways to secure stable housing, as shown in Diagram 1:

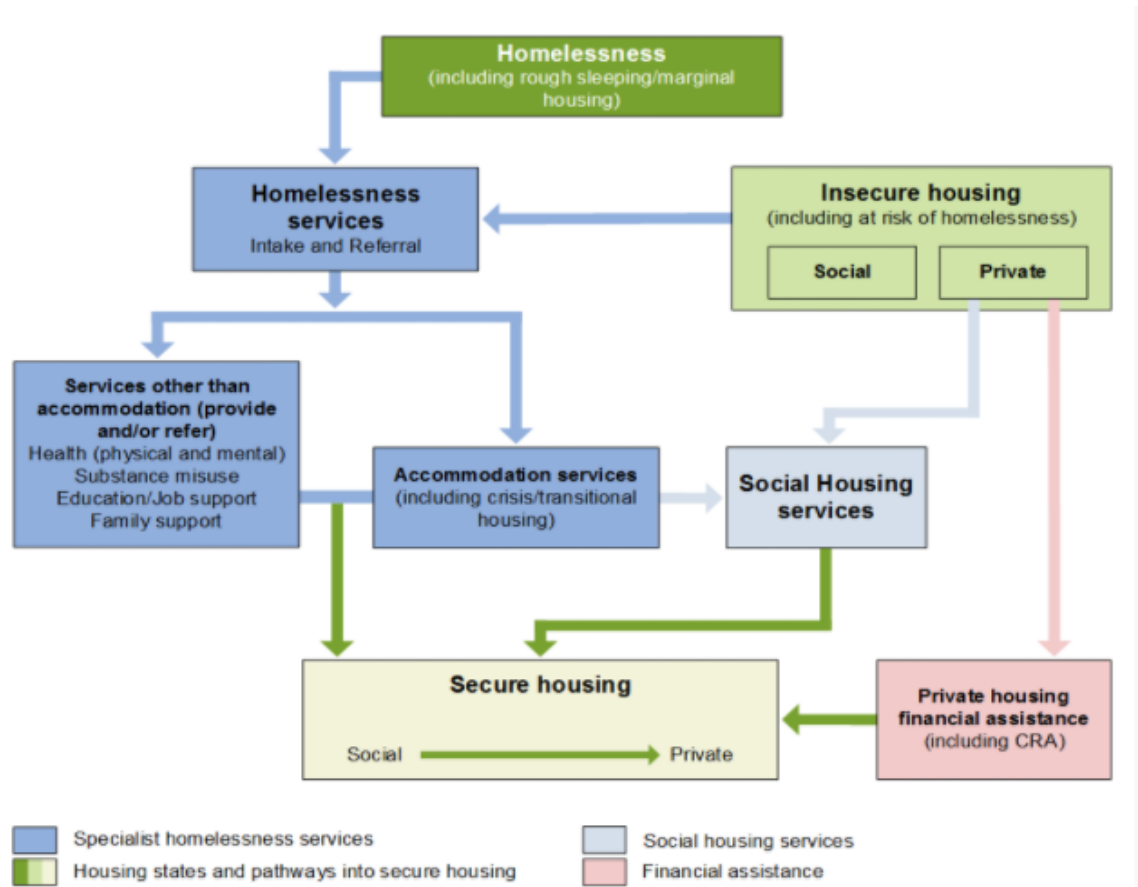


Diagram 1: Role of housing and homelessness sector services in pathways to secure housing (sourced from <https://www.pc.gov.au/research/ongoing/report-on-government-services/2018/housing-and-homelessness>)

- 5.2. An effective Housing and Homelessness Index would reflect the performance of the sector via inclusion of indicators capable of measuring each gateway along the pathway from homelessness to secure housing. This would include measurement of the number of people entering the system, the number of people at risk, and metrics relating to service delivery within the sector.

- 5.3. Housing affordability should also be considered as a performance indicator due to it representing a measure of the accessibility of private housing for people seeking to exit the system, and for preventing entry into the system.
- 5.4. On this basis inclusion of the following data points are proposed for a Greater Hobart Housing and Homelessness Index:
- (i) People
 - (a) Proportion of people who are homeless in Tasmania.
 - (b) Proportion of people who are at risk of homelessness in Tasmania.
 - (ii) Services
 - (a) Proportion of people housed from the Housing Register in Tasmania.
 - (b) Proportion of people waiting on the Housing Register in Tasmania.
 - (c) Average weeks to house priority applicants.
 - (d) Proportion of people unassisted (could not be assisted, including housed) by the Specialist Homelessness Services (SHS) in Tasmania.
 - (iii) Affordability
 - (a) Rental affordability index.
 - (b) Housing affordability index (with a proxy for the Housing Affordability Index given by "House price index"/"Average wage").
- 5.5. A summary of these data sources, their release frequency, and definition notes can be found in Attachment A to this report.
- 5.6. The data points proposed have been selected based on the following filters:
- (i) Relevance and effect on the end goal that "all citizens should have access to appropriate, affordable and stable housing". (UNSDG 11); and
 - (ii) Ease of access to publicly available data (i.e. can we get it?).
- 5.7. A list of the potential measures suggested in the original motion have been excluded for the following reasons:
- (i) The measures are related to domains other than housing and homelessness.

- (ii) The measures are inputs rather than outputs. (*Indices that measure progress and performance require data sets classified as outputs*).

5.8. To construct the index it is proposed that:

5.8.1. Each individual data point be standardised and provided a weighting as part of the calculation towards a Homelessness and Housing Index.

5.8.2. Decision-making around appropriate weighting would result from further consultation with internal and external stakeholders and subject matter experts.

5.9. At this stage, data identified at 5.4(i) and 5.4(ii) is only available at the State level for the previous financial year. While an interim calculation of the index could be made using this existing publicly available data, a data sharing agreement with the State Government (Housing Tasmania) would enable a more robust and reliable and timely measure.

5.10. A number of concerns were also raised by stakeholders (internal and external) regarding the compilation of an index to measure Housing and Homelessness in Hobart.

5.11. Issues Identified:

- (i) The potential for the index to paint an overly-simplistic view of the housing and homelessness sector, when not consumed in context.
 - (a) Because there are different types of homelessness (primary, secondary, tertiary), that should be reported and targeted separately.
 - (b) Because various cohorts based on demographics, family type and reasons for homelessness should be reported and addressed separately.
 - (c) Officers believe these issues could be addressed by weighting different types and cohorts of people in reporting, as well as providing contextual information and explanatory notes and assumptions to the index.
- (ii) Data quality, availability and frequency
 - (a) Because general stakeholder sentiment is that there is insufficient data to provide a representative picture of the home and housing domain on a quarterly basis.
 - (b) Because client level data required for analysis at the LGA and Greater Hobart level, is compiled and held at the State and Federal level with significant barriers to access.

- (c) Because many relevant publicly available data points have an annual or less frequent release cycle.
 - (d) Because there are concerns on the varying quality of the data (completeness, integrity, validity) that is collected on homelessness by individual NGOs.
 - (e) Because interventions, strategies and actions generally require longer than a 3-month cycle to see a change, and there is little perceived value on a quarterly update.
 - (f) Officers believe these issues could be addressed by entering into data sharing agreements to access data at the appropriate level, considering alternative update frequencies, and close collaboration with the housing, homelessness and community sectors.
 - (iii) Complexity of the housing and homelessness sector and how it relates to broader community health and well-being outcomes.
 - (a) Because of the interconnected nature of the housing and homelessness sector, and how it links to other areas of social inclusion (as previously stated).
 - (b) Because causal relationships and linkages across multiple domains including (health, safety, education, employment, economy and transport) makes housing and homelessness, and social inclusion a difficult domain to model.
 - (c) Officers believe these issues could be addressed by considering each area of the SII in the broader context of the desired social and life outcomes, as defined by a comprehensive SII framework.
- 5.12. A comprehensive SII framework, appropriate and reflective of Greater Hobart, and developed in consultation with the community and various stakeholder groups would include the following domains:
- (i) Safety;
 - (ii) Education and Skills;
 - (iii) Health;
 - (iv) Economic;
 - (v) Empowerment;
 - (vi) Social and Community; and
 - (vii) Transport.

6. Strategic Planning and Policy Considerations

- 6.1. This report aligns with the City of Hobart Capital City Strategic Plan 2019 – 2029 Pillars 2, 5 and 7, namely:
- 6.1.1. Outcome 2.2 - Hobart is a place where diversity is celebrated and everyone can belong, and where people have opportunities to learn about one another and participate in city life.

- (i) Strategy 2.2.6 - Identify those people in the community who are most disadvantaged, excluded and vulnerable and develop appropriate initiatives to address their issues, in partnership with stakeholders.
- 6.1.2. Outcome 2.4 - Hobart communities are safe and resilient, ensuring people can support one another and flourish in times of hardship.
- 6.1.3. Outcome 5.4 - Data informs decision-making.
 - (i) Strategy 5.4.2 - Gather relevant data that can be used to guide decision-making, monitor trends and measure progress.
- 6.1.4. Outcome 7.1 - Hobart has a diverse supply of housing and affordable homes.
- 6.2. This initiative would also support the following actions:
 - 6.2.1. The City's Social Inclusion Strategy 2014-2019 states that it is the fundamental right of every individual to have equal opportunity to participate socially, culturally, economically, physically, spiritually and politically in society.
 - 6.2.2. The City's Housing and Homelessness Strategy 2016-2019 states that all citizens should have access to appropriate and affordable housing.
 - 6.2.3. Connected Hobart Smart City Action Plan initiative CVI02 aims to assess the impact of the gig economy by working collaboratively through data-sharing partnerships to better understand influences on priorities such as housing affordability, homelessness and social inclusion.

7. Financial Implications

- 7.1. Funding Source and Impact on Current Year Operating Result
 - 7.1.1. No impact on current year operating result.
- 7.2. Impact on Future Years' Financial Result
 - 7.2.1. Further work required to understand the costs associated with the development of a more comprehensive Social Inclusion Index.
- 7.3. Asset Related Implications
 - 7.3.1. None are foreseen.

8. Legal, Risk and Legislative Considerations

8.1. Production of the Housing and Homelessness Index would involve the execution of contractual arrangements for data sharing.

8.1.1. Beyond any specific commerciality agreements for either development or downstream commercialisation of the index, the likely legal implications in setting up and managing the data sharing agreements would include the need to manage the risks and protect potentially personal and sensitive information.

9. Social and Customer Considerations

9.1. Publication of open public data about key issues affecting the City and its communities would allow for significantly improved and targeted engagement between the community, community stakeholders and groups, and the various levels of government across Greater Hobart.

10. Community and Stakeholder Engagement

10.1. The Tasmanian State Government and various non-government organisations were involved in the discussions around potential development of the Social Inclusion Index and Housing and Homelessness Index, including:

- (i) CEO of Shelter Tasmania;
- (ii) Principal Planning Officer, Housing Disability and Community Services, Department of Communities Tasmania;
- (iii) Front Door Coordinator, Housing Connect, Colony 47; and
- (iv) Advisor, Bethlehem House.

11. Delegation

11.1. This matter is delegated to the Council for determination.

As signatory to this report, I certify that, pursuant to Section 55(1) of the Local Government Act 1993, I hold no interest, as referred to in Section 49 of the Local Government Act 1993, in matters contained in this report.



Albert Hannemann
MANAGER CITY INFORMATION



Peter Carr
DIRECTOR CITY INNOVATION

Date: 28 November 2019

File Reference: F19/151182; 19/109

Attachment A: List of Measures Proposed for the Housing and Homelessness
Index ↴

Attachment A: List of measures proposed for the Housing and Homelessness Index

Measure	Sub-area	Geographical Aggregation	Data Frequency	Definition Notes	Data Source
Proportion of people who are homeless (primary)	People	Tasmania	Annual	"Homeless" - "No shelter or improvised/inadequate dwelling"	AIHW Specialist homelessness services - Clients, by housing situation at first presentation, 2017–18
Proportion of people who are homeless (secondary)	People	Tasmania	Annual	"Homeless" - "Short term temporary accommodation" or "House, townhouse or flat — couch surfer or with no tenure"	AIHW Specialist homelessness services - Clients, by housing situation at first presentation, 2017–18
Proportion of people who are homeless (tertiary and other)	People	Tasmania	Annual	"Homeless" - "Other"	AIHW Specialist homelessness services - Clients, by housing situation at first presentation, 2017–18
Proportion of people who are at risk of homelessness	People	Tasmania	Annual	"At Risk" or "Not stated"	AIHW Specialist homelessness services - Clients, by housing situation at first presentation, 2017–18
Average time (weeks) to house priority applicants	Services	Tasmania	Quarter	"The average number of weeks to house priority applicants, per quarter (Public Housing only)."	DHHS Human Services Dashboard
Proportion of people who are turned away from Specialist Homelessness Services (SHS)	Services	Tasmania	Annual	Daily average unassisted requests	AIHW Specialist homelessness services - Daily average unassisted requests, 2017–18
Proportion of people on the Housing Register	Services	Tasmania	Month	The number of open applications on the Housing Register, as at the end of each month.	DHHS Human Services Dashboard
Proportion of people housed from the Housing Register	Services	Tasmania	Month	The number of applications that were removed from the Housing Register because the applicants were housed.	DHHS Human Services Dashboard
Rental affordability index	Affordability	Greater Hobart	Annual	$(\text{Median income})/(\text{income required to pay rent where rent is 30\% of income}) \times 100$	SGS Economics & Planning
Housing affordability index	Affordability	Greater Hobart		Proxy for the Housing Affordability Index = $(\text{House price index}/\text{Average wage})$	6302.0 - Average Weekly Earnings, Australia, May 2019 - TABLE 13F. Average Weekly Earnings, Tasmania (Dollars) - Original and 3101.0 Australian Demographic Statistics TABLE 4. Estimated Resident Population, States and Territories (Number)

6.4 Public Art - From the Shadows Submission
File Ref: F19/147437

Report of the Acting Manager Community and Culture and the Director
Community Life of 28 November 2019 and attachment.

Delegation: Council

REPORT TITLE: PUBLIC ART - FROM THE SHADOWS SUBMISSION

REPORT PROVIDED BY: Acting Manager Community and Culture
Director Community Life

1. Report Purpose and Community Benefit

- 1.1. The purpose of this report is to provide information so that the Council can consider the From the Shadows proposal to develop and install four bronze statues depicting convict women and children across two sites in Hobart.
 - 1.1.1. From the Shadows Inc. is requesting financial support of \$30,000 and further to this, the project can seek General Manager consent for landlord approval through the relevant statutory process for the South Hobart site.
- 1.2. This report was considered at the Community, Culture and Events Committee at its meeting on 9 October 2019 where it was deferred until further information about the cost of footings and planning fees could be obtained.
 - 1.2.1. This information has subsequently been included in this report.

2. Report Summary

- 2.1. The Council has received a submission relating to the *From the Shadows* project requesting landlord approval and a \$30,000 contribution to create one of four proposed statues commemorating convict women and children. The site is in Degraes Street, South Hobart opposite the Cascades Female Factory. The submission is shown at **Attachment A** to this report.
- 2.2. This project will continue the story which started with the *Footsteps to Freedom* public art commission (engaging artist Rowan Gillespie) which was installed in the forecourt of Macquarie Wharf 1 in October 2017.
 - 2.2.1. \$60,000 from the City's General Reserves was contributed towards these statues in 2015, which was recorded as a grant.
- 2.3. From the Shadows Inc. is a separate organisation to that which received the funding for the Footsteps to Freedom project in 2015 and its fundraising began in August 2018. \$154,000 has been raised through grants, sponsorship and donations.
- 2.4. From the Shadows Inc. is still seeking \$61,000 funding to complete the project and is requesting a \$30,000 contribution from the City of Hobart.
- 2.5. In the 2019-20 financial year the City of Hobart public art budget of \$100,000 is fully allocated.

- 2.6. In addition, the Council recently endorsed the Public Art Framework that outlines a strategic vision for contemporary public art for the future, including a focus on engaging the Tasmanian Aboriginal community.
 - 2.6.1. Given that the Aboriginal Commitment and Action Plan is included on this agenda for endorsement, moving forward there is the impetus for a renewed and significant focus on Aboriginal culture through the public art program.
- 2.7. The Public Art Framework prioritises the annual allocation of funds for projects that are initiated and delivered by the City of Hobart.
- 2.8. Noting that this project is not able to be funded from the current year's public art allocation and does not fit within the Public Art Framework, the proponent could potentially apply for a Creative Hobart Grant (maximum \$15,000) through the City of Hobart Grants Program in February 2020.
- 2.9. The Council-endorsed Grants Program is designed to meet community need by offering funding opportunities to community and cultural groups to support the delivery of community-initiated projects.
- 2.10. In relation to landlord approval to place the statue on Council land, the project team can seek General Manager consent for landlord approval through the relevant statutory process for the South Hobart site.
- 2.11. At its meeting of 9 October 2019, the Community, Culture and Events Committee deferred this matter requesting further information of the costings for sub ground work to support the statues and fees for planning approval.
- 2.12. The artist, Rowan Gillespie was contacted and he has provided detail on the works required for the installation of the sculptures. A quotation based on this information has been sought.
 - 2.12.1. The quotation provided by Total Workforce Solutions indicated that excavation and footings for three sculptures would be in the order of \$7,669.20 including GST.
 - 2.12.2. Planning fees for the two sites (St John's Park and Degraeves Street) would be in the order of \$1,300 including GST.
 - 2.12.3. It is noted that this amount does not include costs for engineering or a building surveyor or include a contingency component.
- 2.13. The Council may wish to consider providing funding to cover these elements of the project.
 - 2.13.1. Funds would need to be allocated from the 2019–20 projected underlying surplus and costed to the Creative Hobart Budget Function.

3. **Recommendation**

That the Council decline the request by From the Shadows Inc. for a contribution of \$30,000 towards one sculpture noting that there is not a budget allocation for this project in the 2019-20 financial year and the public art annual allocation is fully committed to the delivery of City of Hobart initiated and implemented public art projects.

4. **Background**

- 4.1. At the Council meeting in May 2015 the Council resolved to endorse \$60,000 funding for the *Footsteps to Freedom* project.
 - 4.1.1. This was installed in the forecourt of Macquarie Wharf 1 and launched by the President of Ireland, Michael D. Higgins, and the Governor of Tasmania Kate Warner in October 2017.
 - 4.1.2. Funding was not related to the annual public art budget allocation and the project was treated separately to the City of Hobart public art program as a grant.
 - 1.1.1. The Council provides an annual public art allocation for projects initiated and delivered by the Creative Hobart team and provides grants funding for community and cultural groups to support the delivery of community-initiated projects.
- 4.2. A new project that continues the story from *Footsteps to Freedom* has been developed by From the Shadows Inc. a not-for-profit organisation established for the sole purpose of raising funds for the creation, installation and maintenance of bronze statues at the World Heritage listed Cascades Female Factory in South Hobart and the State heritage listed Orphan Schools site in New Town. The statues are being created by Irish sculptor Rowan Gillespie.
 - 4.2.1. Rowan Gillespie's previous projects include the Famine statues in Dublin, migration statues in Toronto and *Footsteps to Freedom* in Hobart.
- 4.3. The aim of the project is to create a heritage tourism route linking sites integral to convict history – the Hobart waterfront, the Cascades Female Factory and Orphan Schools.
- 4.4. The project committee has undertaken a program of community engagement and fundraising which has included an open garden, film night, book fair and raffles.

- 4.5. Fundraising for the project began in August 2018 and \$154,000 has been raised through grants, sponsorship and donations.
 - 4.5.1. The Federal Department of Infrastructure is the major sponsor providing a Regional Development and Cities grant of \$100,000.
 - 4.5.2. The Port Arthur Historic Site Management Authority has made a contribution of \$20,000.
- 4.6. Letters of support for this project from the Port Arthur Historic Site Management Authority, University of Tasmania, Tourism Industry Council Tasmania and Lifenow are included in Attachment A.
- 4.7. At its meeting of 9 October 2019, the Community, Culture and Events Committee resolved:

'That the matter be deferred for further information to be provided back to the Committee on the following:

 1. The fees associated with the Development Approval process.
 2. The costs of installation of the sculptures including consideration of the installation being carried out by the Council's workforce.
 3. The applicable budget function to which such would be attributed.'

City of Hobart Public Art Framework

- 4.8. On 23 September 2019 the Council endorsed a new Public Art Framework which is a 5-10 year plan guiding Hobart's public art program.
- 4.9. The Framework outlines a strategic vision for contemporary public art which is increasingly inclusive and interactive, including a focus on engaging the Tasmanian Aboriginal community, young people and new and emerging art practices.
 - 4.9.1. The Framework sets out five Key Directions for public art in Hobart:
 - (i) Inclusive – for and by everyone
 - (ii) Expressive – city as a platform for creative expression
 - (iii) Interactive – active engagement and interface
 - (iv) Quintessential – sense of place and identity
 - (v) Experimental – on the edge

- 4.10. In the 2019-20 financial year the public art budget of \$100,000 is fully allocated towards the following City of Hobart projects:
- Playful City projects;
 - Aboriginal artwork on the Elizabeth Mall Booth;
 - an Urban Art wall project in Midtown;
 - The Loop Programing;
 - Soapbox Quarterly Program;
 - commencement of a Sensory Urban Art Wall; and
 - a Sound Art Commission.
- 4.11. It is noted that in line with the recently endorsed Public Art Framework, additional funds will be included for Council's consideration in the 2020-21 financial year budget preparation for public art. However, these funds would be fully utilised for the development and implementation of City of Hobart initiated projects, including those projects that are currently multi-year initiatives.
- 4.11.1. The Framework and the public art budget have not been designed to fund projects that are initiated and already in delivery by external organisations.
- 4.11.2. The Framework and the public art program encourage the utilisation of Tasmanian arts practitioners and fabricators in the development and delivery of public art projects providing a significant contribution to the local arts economy.
- 4.12. It is understood that the proposed artworks by Rowan Gillespie would be designed and fabricated in Ireland, offering limited opportunities for local designers or manufacturers to benefit from this public art commission.

City of Hobart Grants Program

- 4.13. Noting that this project is not able to be funded from the current year's public art allocation and does not fit within the Public Art Framework, there may be the possibility of funding through the City of Hobart Grants Program.
- 4.14. The Council-endorsed Grants Program is designed to meet community need by offering funding opportunities to community and cultural groups to support the delivery of community-initiated projects.
- 4.15. The next grant round that will be open for applications will be in February 2020 for projects to be delivered after July 2020.

- 4.16. From the Shadows Inc. may wish to consider an application for a Creative Hobart medium grant of up to \$15,000 to support their project.

4.16.1. It is noted that grant rounds are competitive and well subscribed with applications assessed against established Creative Hobart criteria by an expert panel.

Renewed focus on Aboriginal culture

- 4.17. In February 2019, the Council endorsed the recommendation to develop a new framework and action plan to guide the City of Hobart's work in Aboriginal Programs.
- 4.18. The Aboriginal Commitment and Action Plan is included on this agenda for final endorsement.
- 4.19. The plan aims to demonstrate to Tasmanian Aboriginal people that the City of Hobart is a committed partner, to deepen the City's engagement with Aboriginal people and increase the visibility of Aboriginal people, language, heritage and culture across Hobart. It will provide impetus for a renewed focus on Aboriginal culture in the public space.
- 4.20. Hobart currently has very little recognition or representation of Tasmanian Aboriginal culture in the public space. Arguably, there is already significant commemoration of 216 years of post-colonial history in Hobart and for this reason, it is proposed to commence addressing this imbalance in the 2020-21 financial year through the public art program and build on the recently launched Aboriginal artwork for the Elizabeth Mall information hub.

5. Proposal and Implementation

- 5.1. It is proposed that the Council decline the request by From the Shadows Inc. for a contribution of \$30,000 towards one sculpture noting that there is not a budget allocation for this project in the 2019-20 financial year and the public art annual allocation is fully committed to the delivery of City of Hobart initiated and implemented public art projects.
- 5.2. It is proposed that From the Shadows Inc. is informed of the opportunity available through the City of Hobart Grants Program opening in February 2020.
- 5.3. Further to this, the project can administratively seek landlord consent under the auspices of the General Manager through the relevant statutory process for the South Hobart site.
- 5.4. Further to this matter being deferred at the Community, Culture and Events Committee meeting on 9 October, information was sought in relation to planning fees and costs associated with sub ground work.

- 5.4.1. The total costs associated with the installation and planning approval is expected to be approximately \$8,969.20 including GST.
- 5.4.2. The Council may wish to consider providing funding to cover these elements of the project.

6. Strategic Planning and Policy Considerations

- 6.1. The provision of public art is aligned with the *Hobart: a community vision for our island capital*:

Pillar 1: Sense of Place

Pillar 2: Community inclusion, participation and belonging

Pillar 3: Creativity and Culture

- 6.2. This project aligns with the *Capital City Strategic Plan 2019-29*, specifically:

- '3.1.1 - Support Hobart's continued evolution as a creative and culturally engaging capital city, with a focus on community, accessibility and creative potential.

- 3.2.2 - Support arts and events as a means of story sharing and sparking conversation about ideas, histories and diverse cultures.

- 3.3.4 - Facilitate funding and other support for creative and cultural endeavours.

- 3.3.6 - Provide affordable and accessible opportunities for community members to engage in arts and culture.

- 3.4.2 - Activate streets, car parks and heritage spaces for public art, performances, events and festivals.'

- 6.3. There is alignment with the Creative Hobart Strategy:

Strategy 1.1.1: Expressing Diversity

To acknowledge the need for Hobart's public spaces to express the intergenerational and intercultural needs of Hobart's people and develop cultural programs in response to this evolving diversity.

Strategy 1.1.2: Expressing Aboriginal Cultural Identity

To acknowledge, celebrate and express the rich cultural heritage and living cultural life of Hobart's Indigenous people in public spaces across the city.

7. Financial Implications

7.1. Funding Source and Impact on Current Year Operating Result

- 7.1.1. The Council's public art budget allocation is already fully committed for 2019-20 for Council initiated projects.

If the Council was to consider providing the requested grant of \$30,000 for this project or alternatively support the funding of the costs associated with installation totalling \$8,969.20 including GST, as detailed below:

- Footings and install, Degraives Street, South Hobart, \$2,877.60 GST inc.
- Footings and install, St Johns Church, New Town, \$4,791.60 GST inc.
- Planning fees for the two sites would be in the order of \$1,300 GST inc

Funds would need to be allocated from the 2019-20 projected underlying surplus and costed to the Creative Hobart Budget Function.

- 7.1.2. It is worth noting that the cost of \$8,969.20 associated with installation does not include a contingency component.

- 7.1.3. It is also noted that this amount does not include costs for engineering or a building surveyor.

7.2. Impact on Future Years' Financial Result

- 7.2.1. There is no anticipated impact on future year's financial result as the proponent is seeking funding in the current financial year in line with the project delivery.

8. Community and Stakeholder Engagement

- 8.1. The From the Shadows project committee has undertaken a program of community engagement and fundraising which has included an open garden, film night, book fair and raffles. A Colonial Dance and Silent Auction are planned for later in the year.

- 8.2. From the Shadows Inc. members have contacted community organisations, political representatives and industry leaders to provide information about the project and secure donations and sponsorship. The project also has a website and Facebook page to update information and advertise events.

- 8.3. Members of the project committee attended the 9 October meeting of the Community, Culture and Events Committee to provide Elected Members with more detailed information on this project.

9. Delegation

9.1. This matter is delegated to the Council for consideration.

As signatory to this report, I certify that, pursuant to Section 55(1) of the Local Government Act 1993, I hold no interest, as referred to in Section 49 of the Local Government Act 1993, in matters contained in this report.



Jane Castle
**ACTING MANAGER COMMUNITY AND
CULTURE**



Tim Short
DIRECTOR COMMUNITY LIFE

Date: 28 November 2019
File Reference: F19/147437

Attachment A: From the Shadows Inc Submission ↴

**From the Shadows Inc.**

ABN 75 459 899 230

PO Box 4659 Bathurst Street PO
Hobart TAS 7000info@fromtheshadows.org.au
www.fromtheshadows.org.au**SUBMISSION TO HOBART CITY COUNCIL**

September 2019

ABOUT THE PROJECT

From the Shadows is a new project which connects the arts, tourism and historic heritage sectors. High quality bronze sculptural installations, created by internationally renowned Irish sculptor, Rowan Gillespie, will be placed at the World Heritage Cascades Female Factory Historic Site in South Hobart and the State heritage listed Orphan Schools site at New Town.

From the Shadows Inc. is a not-for-profit organisation, established for the sole purpose of raising funds for the creation, installation and maintenance of high quality bronze statues at the World Heritage listed Cascades Female Factory in South Hobart and the State heritage listed Orphan Schools site in New Town. The statues are being created by internationally renowned Irish sculptor Rowan Gillespie, who was responsible for the evocative waterfront convict figures on Hobart's waterfront. They will commemorate the lives of female convicts and orphan school children.

Two bronze statues of convict women at or near the Cascades Female Factory in South Hobart, and a boy and girl statue at the Orphan Schools site at New Town, will continue the story which starts at the Hobart docks with the *Footsteps toward Freedom* statues. The significance and the regard with which Mr Gillespie's artworks are held resulted in the *Freedom* statues' joint unveiling by the President of Ireland, Michael D. Higgins, and the Governor of Tasmania, Professor the Honourable Kate Warner AC in October 2017. These statues create a powerful focal point on the Hobart waterfront for engaging both locals and visitors in the story of convict women and their children transported to Tasmania.

Sculptor Rowan Gillespie has been engaged to create the *From the Shadows* statues and work is in progress. See <https://rowangillespie.net/portfolio/work-in-progress-2/>.

The *From the Shadows* statues will create a significant heritage tourism route linking sites integral to the convict story – the Hobart waterfront, the Cascades Female Factory and the Orphan Schools. They will be a tourism and educational drawcard for all Tasmanians. They will highlight the linkages that exist between these three physical locations while commemorating the lives of the convict women and their children.

From the Shadows Inc. was established in May 2018 and achieved incorporation in July 2018.

BACKGROUND

Almost 13,000 convict women, together with more than 2,000 of their free children, arrived in Van Diemen's Land between 1803 and 1853. On arrival, the women were sent to the Cascades Female Factory or a similar penal institution, and their children were sent to the bleak and miserable Orphan Schools at New Town. In all, nearly 6,000 children, mostly the children of convicts, were admitted to the Orphan Schools from 1828 to 1879.

From the Shadows reflects the emergence of the stories of convict women and orphan school children from the shadows of the past. It follows on from the highly successful *Footsteps towards Freedom* statues on the Hobart waterfront but is a new project and a separate entity.

At the launch of the *Footsteps* statues, President Higgins observed, 'societies can be judged by what they commemorate.' For many years, history 'from below' and history about women and children was largely ignored. *From the Shadows* seeks to redress this imbalance, illuminating the stories of convict women and their children and bringing their lives and stories out of the shadows and weaving them into Hobart's historic landscape.

COMMUNITY BENEFIT

The project is consistent with the Hobart City Council's Public Art Strategy, particularly its policy statement that Council will maximise the interpretation, promotion and celebration of Hobart's significant cultural and built heritage. *From the Shadows* will contribute to the positioning of the City as a pre-eminent centre of cultural excellence and it will provide an opportunity for providing public art to be installed outside the City Centre, in South Hobart and New Town.

ARTS:

The *From the Shadows* project incorporates high quality sculptural installations created by internationally renowned Irish sculptor Rowan Gillespie. The new statues will complement previous works created by Rowan Gillespie, including his famous Famine statues in Dublin, his Toronto migration statues, and *Footsteps towards Freedom* statues in Hobart. As an arts project, *From the Shadows* promotes reflection, resilience and connection to the historic landscape for locals and visitors alike. The statues will contribute to Hobart's existing international artistic reputation.

TOURISM AND HERITAGE TOURISM:

A focus on Tasmanian heritage is an important component of the State Government's tourism plan (<https://www.cg.tas.gov.au/tourism>). An increase in heritage tourism benefits all Tasmanians, with flow-on economic benefits for the accommodation and hospitality sectors, other tourism sectors and local businesses.

Tasmania's built heritage, including our convict heritage, is a major drawcard for visitors to the State and it is critical we continue to develop new opportunities and experiences for visitors. The new statues will generate tourism opportunities beneficial to all convict sites. As mentioned, the statues will also create a significant cultural heritage tourism route linking sites integral to the convict story – the Hobart waterfront, the World Heritage Cascades Female Factory in South Hobart and the State heritage-listed Orphan School buildings at New Town. The proximity of the Hobart Rivulet Park to the proposed installation site of the female convict statue creates the potential of linking the existing waterfront statues to those at the Cascades Female Factory.

PROMOTION OF THE PROJECT

The Committee has had a strong program of community engagement since the project was incorporated in June 2018. Members have contacted community organisations, political representatives and industry leaders to provide information about the project and to secure donations and sponsorship. In August 2018, an information brochure was designed and circulated and an updated version was published early in 2019. The brochures have proven to be a valuable public relations and marketing tool. The project also has a website and Facebook page to share and update information, and advertise events. Since its inception in May 2018, the Committee has organised several fundraising activities, including an Open Garden, Film Night, Book Fair and raffles. A Colonial Dance and Silent Auction are planned for later in the year.

Promotion of the project gained a significant boost when sculptor Rowan Gillespie visited Hobart in January 2019 to undertake scanning of the Orphan School Girl statue and to investigate potential site installations. Several promotional events were held in conjunction with his visit, including a Reception at Government House, where the Governor of Tasmania, Professor the Honourable Kate Warner AC, officially launched the project.

The *From the Shadows* committee comprises volunteers who are donating their time and expertise to ensure the success of the project.

FUNDING

The *From the Shadows* committee is committed to raising \$230,000 to fund the creation, installation and maintenance of the statues. Fundraising began in August 2018 and to date \$154,000 has been raised through grants, sponsorship, fundraising and donations. The Federal Department of Infrastructure, Regional Development and Cities grant of \$100,000 has enabled the creation of a second statue for the Cascades Female Factory. We are confident that we will raise the remaining \$62,000 with State and Local Government support, and from already scheduled fundraising events.

SPONSORS AND SUPPORTERS

The Federal Government is a major sponsor with a contribution of \$100,000 through the Department of Infrastructure, Regional Development and Cities.

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The Port Arthur Historic Site Management Authority (PAHSMA) is a foundation sponsor with a contribution of \$20,000. PAHSMA has a representative on the *From the Shadows* committee.

A number of community organisations and individuals have contributed funds and support. These include the South Hobart Progress Association, the Female Convict Research Centre and the Friends of the Orphan Schools.

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BUDGET

Project Income

Federal Department of Infrastructure, Regional Development and Cities	\$100,000
PAHSMA	\$20,000
South Hobart Progress Association	\$2,000
Female Convicts Research Centre	\$1,000
Friends of the Orphan Schools	\$1,000
Foundation Supporters (individual)	\$10,000
Other individual donations	\$2,455
Open Garden Fundraiser	\$3,299
Friends of the Orphan School Book Fair	\$1,420
Raffles	\$780
Film Night	\$2,250
Total:	\$144,204
In kind support	
Accommodation R. Gillespie Jan 2019	\$2,000
Accommodation R. Gillespie Nov 2019	\$2,000
Graphic designer	\$3,600
Research and text for brochures	\$2,200
Total (in kind support)	\$9,800
Total income	\$154, 004

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Project Expenses

R. Gillespie fee female convict statue	\$60,000
R. Gillespie fee female convict statue	\$60,000
R. Gillespie fee orphan school boy	\$30,000
R. Gillespie fee orphan school girl	\$30,000
Freight for statues (4)	\$5,000
Return airfares R. Gillespie 2x return	\$5,000
Statues installation (4)	\$12,000
State Cinema tickets	\$1,093
Brochures printing	\$1,091
Insurance 2018 and 2019	\$1,400
Domain & website costs	\$200
Incorporation	\$155
Cheque Book Fee	\$5
Accommodation R. Gillespie Jan 2019	\$2,000
Accommodation R. Gillespie Mar 2020	\$2,000
Graphic designer	\$3,600
Research and text for brochures	\$2,200
Total	\$215,954

Balance to raise: \$61,950

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SUBMISSION SUMMARY

We are seeking a contribution of \$30,000 from Hobart City Council to part-fund a female convict statue to be installed on Hobart City Council land in De Graves Street, South Hobart, opposite the Cascades Female Factory (see montage).

From the Shadows Inc. has not previously received funding from Hobart City Council or the State Government or local government. It has received a grant of \$100,000 from the Federal Government through the Department of Infrastructure, Regional Development and Cities. This grant will be used to partially fund two statues of convict women at the Cascades Female Factory site, one outside the site and one within the walls.

PROJECT DETAILS

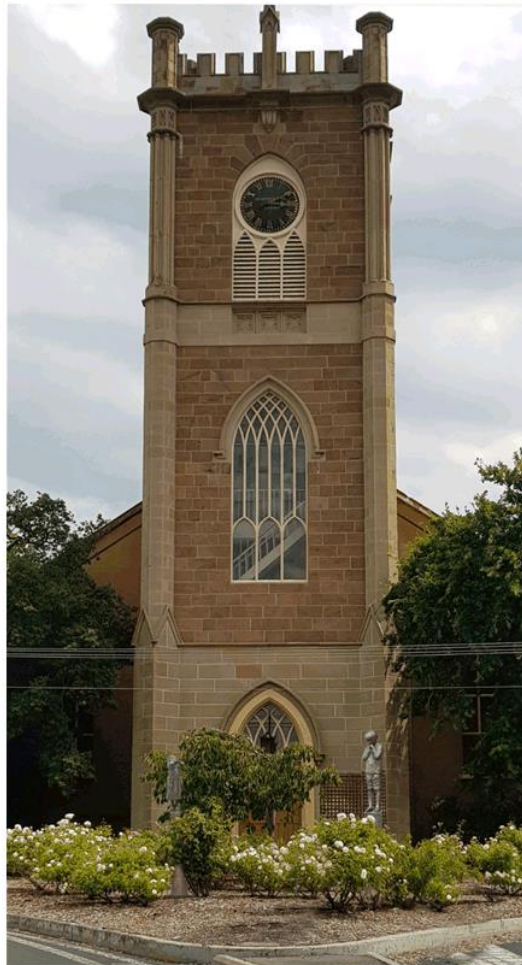
Project Name:	<i>From the Shadows Inc.</i>
Project Location:	St John's Avenue New Town in front of St John's Church on a small garden (letter of support from St John's Church attached & montage below)
Brief project description:	<i>From the Shadows Inc.</i> is a not-for-profit organisation, established for the sole purpose of raising funds for the creation, installation and maintenance of high quality bronze statues at the World Heritage listed Cascades Female Factory in South Hobart and the State heritage listed Orphan Schools site in New Town.
Total project cost:	\$230,000
Estimated completion date:	<p>Orphan Schools, New Town (2 children) and De Graves St, South Hobart (one convict woman) November 2019</p> <p>Cascade Female Factory (internal) 2020. This is contingent upon the completion of the construction of the PAHSMA History & Interpretation Centre in 2020.</p> <p>https://rowangillespie.net/portfolio/work-in-progress-2/.</p>

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De Graves Street South Hobart, opposite Cascades Female Factory

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St John's Avenue, New Town

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PROJECT SUMMARY

ABN	75 459 899 230
Information from the Australian Business Register	
Entity Name	From the Shadows Inc.
ABN status	Active from 02 July 2018
Entity type:	Other incorporated identity
Goods & Services Tax (GST):	Not currently registered for GST
Main business location:	TAS 7000
DGR endorsed:	Applied February 2019
ATO Charity Type:	Registered with the Australian Charities and Not-for-profits Commission (ACNC)
ACNC registration:	Registered
Tax Concessions:	GST Concession from 02 July 2018
	FBT Rebate from 02 July 2018
	Income Tax Exemption from 02 July 2018

Business Address: 173 Bathurst Street, Hobart, TAS. 7000

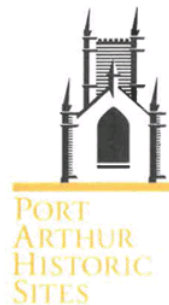
Postal Address: Box 4659 Bathurst Street PO, Hobart. TAS. 7000

Phone number: 0409 140 657 (Dianne Snowden, Secretary)

Project contact email: info@fromtheshadows.org.au

Attachment 1 Letters of support from the PAHSMA, Lifenow, the Tourism Industry Council Tasmania and the University of Tasmania

Arthur Highway, Port Arthur
Tasmania, Australia 7182
Telephone: 61 (0)3 6251 2300
Facsimile: 61 (0)3 6251 2322
www.portarthur.org.au



PORT ARTHUR HISTORIC SITE MANAGEMENT AUTHORITY

Enquiries: Jennifer Fitzpatrick
Telephone: 03 6251 2365
Facsimile: 03 6251 2322
Email: jennifer.fitzpatrick@portarthur.org.au
Your ref:
Our ref: C23592 15-FEM

4 September 2018

Mr Bob Gordon
Chair, From the Shadows Inc
PO Box 4659, Bathurst Street PO
Hobart Tasmania 7000

Dear Bob

On behalf of the Port Arthur Historic Site Management Authority (PAHSMA) I would like to express our support as a Foundation Sponsor for the From the Shadows project.

PAHSMA is committed to conserving, interpreting and promoting our collective convict heritage. Through our management of the Cascades Female Factory Historic Site we aim to ensure that the stories of the female convicts in particular are told so that their sacrifices and triumphs may be better understood. Along with the development of a proposed new Heritage and Interpretation Centre at the CFFHS, the From the Shadows project is an important part of that vision.

We recognise the achievements of the recent Footsteps towards Freedom project which through incredible sculptures has created an attraction that connects the docks of Hobart through time and space with stories of the women who were forcibly transported across the oceans. This is why the Board of PAHSMA has pledged to support the From the Shadows project in their endeavour to extend and reinforce the stories of these women and their children through additional sculpture installations at the Cascades Female Factory and the Orphans Schools.

This is an important project which will serve to better connect our heritage sites greatly enhance the heritage tourism experience in Tasmania.

Yours Sincerely,

Stephen Large
Chief Executive Officer



www.lifenow.org.au

NEW TOWN + LENA VALLEY ANGLICAN

Diocese of Tasmania | Anglican Church of Australia

ST JAMES 460 Elizabeth St, New Town | ST JOHN 14 St John's Ave, New Town

P.O. Box 373, North Hobart TAS 7002 | (03) 6228 1214 | 0418 517 903

www.facebook.com/ntlvangelican | ntlvangelican@netspace.net.au

Dr Dianne Snowden, AM
Convenor, Friends of the Orphan Schools
St John's Park Precinct, New Town, Tasmania
By Email: dsnowden@tassie.net.au

Tuesday, 26 February 2019

RE: FROM THE SHADOWS PROJECT

Dear Dr Snowden,

I am writing on behalf of the Parish of New Town & Lenah Valley, incorporating St John's Church, New Town, regarding the *From the Shadows* Project.

The Parish enthusiastically welcomes the *From the Shadows* project.

We believe it is a significant historical project in relation to both the state and the church in Tasmania.

In addition, we consider that it will be an attractive artistic addition to the St John's Park Precinct.

We support the proposed installation of sculptures of orphan children on St John's Avenue in front of St John's Church.

Yours sincerely,

The Venerable Dr Bill Stewart,
BBus ThL BD (Hons) ThD
Rector (Senior Minister)

20 September 2018

Mr Bob Gordon
Chairman
From the Shadows Inc.
PO Box 4659
Bathurst Street PO
Hobart. Tas. 7000



Dear Mr Gordon,

Tourism Industry Council Tasmania (TICT) writes to express its support for the *From the Shadows* project, incorporating high quality sculptural installations created by the internationally renowned Irish sculptor, Rowan Gillespie.

TICT is the peak industry body for the Tasmanian tourism industry. We are a not for profit organisation bringing together and representing the many sectors and organisations that make up Tasmania's vibrant tourism industry and visitor economy.

TICT recognises the success of the highly successful *Footsteps towards Freedom* project, in creating a powerful focal point on the Hobart waterfront for engaging both locals and visitors in the story and legacy of convict women and their children transported to Tasmania.

Tasmania's natural and built heritage, including our convict heritage, are the major drawcards for visitors to the State and it is critical we continue to develop new opportunities and experiences for visitors to engage in both areas.

We believe there is great potential through these proposed *From the Shadows* installations to create a significant cultural heritage trail linking sites integral to the convict story – the Hobart waterfront, the World Heritage Cascades Female Factory in South Hobart and the heritage listed Orphan School buildings in New Town.

This is a significant cultural heritage project for Tasmania, and we encourage every success.

Yours sincerely,

A handwritten signature in blue ink, appearing to read "Luke Martin", with a stylized flourish at the end.

Luke Martin
Chief Executive Officer
Tourism Industry Council Tasmania

GPO Box 2158
Hobart Tasmania 7001
P (03) 6231 2244
info@tict.com.au
www.tict.com.au



15 August 2018

Dr Dianne Snowden,
Secretary, From the Shadows Inc.

Dear Dianne,

We are writing to offer our full support for *From the Shadows*.

Footsteps towards Freedom was an internationally important project which was meticulously thought through, planned and executed. It is a testimony to the wider energy and commitment that has gone into the piecing together and telling of the female convict story. *From the Shadows* continues that tradition. Having connected the Hobart waterfront to the famine sculptures on the banks of the Liffey, Dublin, and the free immigrant installation in Toronto, it makes total sense to continue that story through further site specific installations. This is a commemorative project of international significance which will help to reinforce Tasmania's recent reputation as a place at the very cutting edge of contemporary heritage interpretation. It has our complete support

Best Regards,

Professor Hamish Maxwell-Stewart
School of Humanities

Professor Stefan Petrow

Emeritus Professor Lucy Frost

College of Arts, Law and Education
Co-director Data, Knowledge, Decisions
Email: Hamish.MaxwellStewart@utas.edu.au
University of Tasmania, Sandy Bay, 7001

**6.5 Conference Reporting - City Health Australia Asia-Pacific -
Melbourne - 3 - 4 October 2019
File Ref: F19/142622; 16/118**

Memorandum of the General Manager of 28 November 2019 and attachment.

Delegation: Committee



City of **HOBART**

MEMORANDUM: COMMUNITY, CULTURE AND EVENTS COMMITTEE

**Conference Reporting - City Health Australia Asia-Pacific -
Melbourne - 3 - 4 October 2019**

Alderman Sexton has submitted the attached report following completion of professional development in accordance with Clause 3(H)(2) of the Council's policy titled *Elected Members' Development and Support*.

RECOMMENDATION

That:

- 1. That the information be received and noted.***

As signatory to this report, I certify that, pursuant to Section 55(1) of the Local Government Act 1993, I hold no interest, as referred to in Section 49 of the Local Government Act 1993, in matters contained in this report.

N D Heath
GENERAL MANAGER

Date: 28 November 2019
File Reference: F19/142622; 16/118

Attachment A: Report - City Health Australia Asia-Pacific Conference -
Melbourne - 3 - 4 October 2019 ↓

City Health Australia Asia-Pacific Conference 2019**3-4 October 2019 Melbourne****A report by Alderman Dr Peter Sexton**

The City Health Conference was very comprehensive addressing a range of issues related to harm reduction. This report highlights a selection of presentations of interest to me as part of my personal professional development.

Harm Reduction as a Pillar of Public Health

The Honourable Martin Foley MP - Minister for Mental Health; Minister for Equality; Minister for Creative Industries Victoria.

As cities grow, challenges emerge in individual and large urban communities. These challenges include: alcohol, sexual behaviour, gender identity, the built form, housing, migration and integration into community.

Conflicts develop between populism and globalization especially, the economic and social determinants of health. Disparities between haves and have nots broaden and are not easy to address.

Harm reduction is seen as a key issue, especially when managing health issues.

Discrimination and stigma inhibits efforts to manage alcohol and other drugs and to ensure harm reduction. Governments should lead, not impede harm minimisation efforts eg by reducing or defunding services.

As an example, use of medically supervised injecting rooms has saved many lives through managed overdoses. Modern injecting rooms, such as those in Melbourne and Sydney also have associated services such as housing, medical, dental and dietary.

Informed public policy debate is a major contributor to the development of effective policy and advocacy based on informed and valid data, rather than sensational anecdotes.

History and development of harm reduction

Dr Alex Wodak

Basic tenets of harm reduction include:

- Pragmatism vs abstinence
- Non-judgmental

- Bottom up of top down
- Inclusive
- Incremental gains are valuable
- Reducing harm from drugs and drug policy
- Protect human rights
- Base the policy & practice on evidence
- About the real world not preferred world

Better to have 80% of something rather than 100% of nothing

Some examples of harm minimization initiatives include:

Tobacco:

- Nicotine replacement therapy

Alcohol:

- Heavy furniture bolted to floor in pubs prevents furniture used as a weapon
- Serving food, soft drinks in pubs
- Plastic drinking vessels
- Thiamine enriched flour

Prescription drugs:

- Longer acting BZDs
- Legal cannabis
- Illicit drugs:
- Methadone
- Needle syringe programs
- Drug consumption rooms
- Pill testing

Harm reduction is ubiquitous:

- Seat belts and air bags
- Helmets
- Road safety
- Soft ground playgrounds
- Swim between flags
- Condoms
- Holes in ballpoint pen caps to prevent suffocation when inhaled.

Harm reduction is:

- Very effective
- Safe
- Cost effective
- Underfunded
- Often resisted

History:

Preventing consequences of use more important than use itself – lead to Drug Law Reform

Why is harm reduction controversial?

- Often involves risk behavior related to pleasure - drugs, sex.
- Fear that risk compensation takes place - increased risk taking if consequences reduced.
- Underfunded therefore underperforming.

There is a need for before-after studies

Harm minimisation = supply reduction+demand reduction+harm reduction

Measures should be:

- Attractive
- Practicable
- Effective
- Affordable
- Safe
- Equitable

Harm minimization reduces health, social costs of risk behaviour without necessarily reducing risk behaviour.

Ethical issues and moral psychology of harm reduction

Dr David Swenar

Life is better over the past decades because of great progress in managing risk and improving prevention.

Technology and innovation is an unstoppable force, but moral overtones may impact on progress.

Ethics and moral psychology:

Thou shalt not lie – there is no ethical basis for lies - eg moralistic views such as,

withholding information for your own or the public good. No point now for Governments or organizations to withhold information as social media and the internet are all pervasive.

There are at least three approaches to harm reduction:

1. Autonomy: self determination and ability to make informed decision.
2. Community/ authority view: - who are you to question the view of expert, government, etc.
3. Sanctity - religious view etc: - respond with disgust at providing harm reduction information, education.

There is a clear risk of disinformation and misinformation through social media which is becoming increasingly prevalent.

What can we do?

People do change ideas, rather than the people with the current ideas eventually dying out. Personal stories can be mind changing and are important.

Politics and harm reduction

Geoff Gallop

Politics:

How to make things happen in a world of conflicting ideas and interest.
The science of power and influence.

Harm reduction:

How to reduce negative consequences of choices we make and habits we develop.
Relies on research but in the end is political – concepts are often contested.

Examples:

Florence 1498 - Piazza della SIGNORIA

Savonarola - radical priest - wanted a perfect society

His supporters included gangs of youths who spied on others and tortured those who were identified as non-believers. *The Bonfire of Profanities* resulted when thousands of objects such as cosmetics, art, and books were collected and burned in Florence, Italy on the Shrove Tuesday. Savonarola was eventually killed by his own population.

Contrast Savonarola with Machiavelli who believed that human beings should behave as they are rather than as we would like them to behave.

Government policy - how far can a Government go in intervening in the relationship between individuals and populations and their habits, practices?

There are often ideologues, researchers, vested interests, and populists around the political decision-making table. This often results in mixed outcomes including prohibition, harm reduction, supply reduction, etc.

Although harm reduction does improve outcomes, it often competes with fundamentalism.

Popper (1945) - "the role of the state is not to make people happy but to relieve avoidable suffering"

Einstein was once asked by a student:

"Why is it that we can discover and understand the structure of the atom and yet we cannot prevent that discovery from causing harm?"

"Politics is more difficult than physics" - Einstein.

Harm reduction from the trenches: people who use drugs, sex workers and community action

Julie Bates

Sex worker and former drug user in NSW.

'No bad whores - just bad laws' – successful campaign to decriminalize sex workers in NSW.

Ms Bates highlighted that disparate and opposing groups can work together to achieve a more pressing outcome. The campaign to decriminalize sex workers was eventually successful at least in part due to the fight to address the HIV epidemic. HIV was a catalyst for previously disparate and often opposing groups to work together.

A Synthetic Mess: The Pandora's Box of Prohibition

Nick Wallis

Former candidate of Australian Sex Party and now works with Harm Reduction Victoria - drug user organisation.

History of synthetic drugs:

1960s and 1970s drug wars - punitive approach to dealing with drugs.

1990s and 2000s - drugs of dependence

1980s - synthesis of cannabinoids - Hoffman

2000s - Spice and K2 - active synthetic compound sprayed onto damiana and other herbs.

The Australian Mining Industry introduced drug testing of employees and as a consequence, synthetic cannabinoids were widely used to evade drug testing. Many synthetic substances are banned and then tested resulting in The Endless Cycle – in which drugs are synthesized, banned, tested for, leading to new drugs being synthesized, tested for, banned, etc

In his book *Synthetic Panic* (1999), Philip Jenkins described Irony Hysteria: the intersection between synthetic cannabis legislation, the media and drug-related harm. He argued that moral panic results in increased awareness of products and development of new products. People will continue to want a 'legal high' and will take risks with chemical products which will attract attention, leading to media exposure, bans and new products, etc.

Ban lists increased in all Australian states and territories leading to groups of compounds and later broad groups of compounds being banned.

New Zealand has a Psychoactive Substances Act which was intended to regulate the market but through political fundamentalism was amended to uselessness.

Synthetic cannabinoid receptor agonists have now reduced in number but have been replaced by other more dangerous and less understood drugs.

Harm reduction advice is difficult when drugs are not fully understood.

Building an evidence-base for the promotion of harm reduction strategies:

Nathan MacDonald

Principal Policy Lawyer working for Law Council of Australia - peak body of the Australian legal profession which advises governments, courts, etc and defends the rule of law.

It is important to listen.

The Justice Project researched access by mainly vulnerable communities to the justice system:

59 recommendations

150 consultations

130 submissions

Alternatives to criminal justice system (CJS) for drug and alcohol related issues are an important element of *The Justice Project*.

2/3 entrants to criminal justice system had used illicit drugs in the 12 months prior to entering CJS.

The link between drug/alcohol and CJS is well known and there is a need to continually focus on root causes when developing policies.

Critical support services are required to underpin justice responses.

Effective Initiatives include:

- Justice reinvestment towards treatment and diversion programs
- Specialist courts and non custodial supervisory sentencing options
- Health justice partnerships – a growing area with a multidisciplinary approach

Challenges:

- Lack of investment/resources
- Law lags behind social issues especially criminal law.
- Therapeutic jurisprudence
- Government investment in services

Te Ara Oranga - Methamphetamine Demand Reduction - Northland District Health Board And NZ Police

Jewel Reti

Partnership/collaboration with agencies and community are at the heart of the partnership, which was funded with \$NZ3m.

The partnership targeted the supply of methamphetamine mainly from Asia and Mexico, now involving biker gangs.

Strategies include

- Decreasing supply
- Reducing social and family harm through community engagement
- Increased intelligence
- Reducing criminal activity

Harm Reduction – it's not just about illicit drugs

Mark Zirnsak

Gambling Harm Reduction:

Balance between ban and harm reduction – eg land mines – banned vs antipersonnel mines not banned.

Gambling harm:

Victoria - 550,000 people with further 120,000 affected, usually by poker machines.

Response:

Ban on ATMs in venues, ban on public advertising, local area caps on no. of pokies, state wide caps, non enforceable limit setting, \$5 bet limit, self exclusion program, ban on pokies with head phones. Banning smoking in venues was also helpful.

Other reforms not yet implemented:

Restrict operating hours, introduce a duty of care, staff intervention, \$1 limit, allow gamblers to set enforceable limit, remove linked jackpots, etc

Politics failed police reform - but now reforms for online gambling have been implemented including banning provision of credit by gambling companies.

Lessons from London

David MackIntosh

Drugs, alcohol, sex, smoking and gambling.

Drugs:

Heroin, ecstasy, etc - harm reduction measures generally accepted.
Opiate substitute therapy and safe injecting rooms available in 33 areas of London.

'Safer nightlife' and 'drugs at the door' campaigns and guidelines have been available for many years - now used nationally and widely accepted.

Alcohol:

Alcohol advice must reflect how people drink.
<https://www.drinksmeter.com> app

drinkaware.co.uk

Sex:

HIV prevention
Condom use

Gambling:

The crack cocaine of gambling is poker machines.

Smoking:

Stoptober

Public complacency is always a risk: 'Oh my god, not this crap again' – highlights the constant need to make the case for harm reduction.

There remain strong political and moral obstacles to harm reduction – “condoning bad behavior”.

From a Worker's Perspective

Paul Healy
HACSU

Better systems are required at the right time for dealing with issues. Inter generational issues continue with limited opportunities to break the cycle.

Mental health and suicide:

Mental health systems often not well structured with limited career options which undermines service.

Unions need to work better together.

Now developing 7 level structure with career path with inbuilt management, research, training, etc.

Economics of Harm Reduction

Hal Swerissen

Academia and Government involvement - Works at Grattan Institute.

Harm reduction - economic analyses are often essential to win arguments.

Harm is the value of costs borne by community and the economic value of harm minimisation is a measure of the reduction of the costs.

Example - sugar tax.

Obesity is a major problem in Australia resulting in \$8 billion in personal costs and in addition a further \$5 billion in community costs such as cost of health, lost taxes etc.

Rates of obesity increased sharply since the 1980s; energy consumption increased with no increase in exercise. Added sugar increased sharply, therefore a reduction in sugar consumption seems obvious. Sugar sweetened beverages have no value other than sugar - there are sweetener alternatives.

The Grattan Institute argued the benefits of reducing sugar and suggested a tax which would decrease consumption and obesity.

Arguments against a sugar tax included:

- Not the only cause of obesity
- Taxes are not effective - not supported by international experience.
- Non equitable as lower income population drink most sugary drinks
- Choice should not be constrained if no one else affected.
- Avoid nanny state. (Actually a regulatory environment will reduce risks and government has major role in risk reduction - so nanny state argument a furphy.)

Good public policy to combat obesity will be as difficult as campaigns against other public health issues such as smoking.

Queensland Alcohol-related violence and Night Time Economy Monitoring project (QUANTEM)

Nic - PhD student in place of Peter Miller.

Large study from 2016 to evaluate harm reduction following implementation of alcohol harm reduction strategy.

Intervention: In Safe Night Precincts

An initial 6th month review cited a lack of evidence to support lockout laws and therefore the harm reduction strategy was limited to:

- Restricted trading hours
- Mandatory ID scanning if open after midnight

Initially, the restricted trading hours strategy was limited by an agreement between clubs that one club would always open to 5am. Late opening was also subsequently totally banned.

The strategy time frame was:

2016 trading hour restriction
2017 late opening stopped
2017 ID scanners - identifies banned persons.

Why QLD?

Higher mean blood alcohol concentration and associated verbal and physical aggression than other Australian cities.

Results:

No change in serious assaults across QLD but significant reduction in serious assaults in Fortitude Valley.

DEM attendances - not changed but ID scanners associated with significantly decreased intracranial injuries.

No significant decrease in foot traffic after ID scanners.

Uber, taxi, public transport data suggested no decrease in arrivals into the areas with ID scanners.

Most outlets were not impacted other than through restricted hours which actually increased profitability.

Live music industry - not significantly affected other than increase in activity.

Tourism also unaffected.

Economic benefits:

Costs to business and cost to government - savings of \$9-11 million by government - every \$1 spent generated a benefit of \$4-5

Rovers in the nightclub, an LGBTIQ peer based response to alcohol and drug related harms

Jack Feestone
Manager ACON

ACON Rovers Program consists of:

- 115 volunteers
- Members of LGBTIQ community
- Trained re health and well being of communities - rove through venues, etc and identify at risk and/or affected persons (alcohol/drugs)

They also distribute harm reduction items and identify other venue related risks.

The Rovers Program was developed in response to the party drug GHB in LGBT party scene 2003.

Most Rovers work in night clubs and major events eg Mardi Gras.

Rovers provide:

- Access to medical assistance
- Harm reduction services

They don't police drug use or behavior and they will work with venues which have on-ground medical support.

Partners include venues, promoters, security, medics and police via Inner City Legal Centre.

Outcomes:

During 2018-2019:

- Attended 21 events
- 1323 hours of voluntary service
- Assisted with 51 non fatal drug overdoses over 2019 Mardi Gras party

ACON's 2019 community survey:

- 84% knew who Rovers were - 98% appreciated the service
- 88/91 who received service/care agreed that Rovers Program was non-judgemental.
- Successful program

STAD in Europe (SiE): Implementation and evaluation of pilot interventions across seven different European countries to address binge drinking in young people

Rebecca Bates

Commissioned by European Union.

In UK, binge drinking and drunkenness is common with 16-20 units consumed per night (median).

There is an expectation to become inebriated when going out.

The aims of STAD were to reduce binge drinking and negative consequences of alcohol consumption. The project was led by licensing trade

Community based prevention program:

3 core elements:

- Community mobilisation
- Responsible alcohol training
- Enforcement

Outcomes:

- Reduction in alcohol consumption in home prior to night life
- Harm Reduction

Interviews

- Population survey
- Nightlife patron survey
- Alcohol test purchase attempts

Findings included that vomiting, injury were associated with preloading.

Why preload? The findings suggested that pre-loading was aimed at achieving a good time, then getting drunk quickly, rather than spending less money when out.

About half of those who preloaded were males, younger age groups, and non-students.

Intervention created safer venues due to enforcing responsible serving of alcohol, with harsh penalties for serving drunk persons. There were legal impacts of serving drunk people, and buying for a drunk person.

This intervention is part of a broader suite of interventions which continue to be rolled out. (STAD in Europe report)

The PARTi Project - Overcoming obstacles to build a healthy nightlife in Melbourne

Kate Pern

Events that led to project - Jan 2017 - 3 people died and 20 people hospitalised due to contaminated drugs.

Community response: Operation Safe Night which included searching and intervening to find drug dealers and takers.

Other community groups came together to form PARTi Projects.

- Peer-led harm reduction project
- Based in Stonnington and Port Phillip
- Work to reduce drug-related harm and sexual violence in nightlife
- Training, education for nightlife workers and young people who participate in night life.

Worked with night clubs and venue managers - training and advice.
GHB cheap, not detected by sniffer dogs and roadside drug testing.

Current security system for clubs and venues may or may not be appropriate. Security

guards are often poorly paid, under qualified with very little medical training and no knowledge of drugs, sexual assault etc. But they may be the first responder. Training has now been offered and is well accepted by security guards.

Legislation vs Best Practice harm reduction

Drunk or disorderly person on premises may attract a high fine, resulting in vulnerable people being evicted without support, which can increase the likelihood of sexual assault.

A Venue license may be impacted by multiple callouts to police, ambulance and therefore acts as a disincentive to assist patrons.

Now using instagram memes - to provide information. @sesh.ed

Conclusion

Harm reduction is a complex and often underfunded strategy which when properly implemented is highly effective but which is vulnerable to political and social intervention.

Despite an abundance of empirical evidence to support harm reduction strategies, there are many examples of harm reduction strategies being undermined by populists, ideologues and vested interests.

Despite the obstacles, harm reduction strategies are increasingly deployed to benefit the public health.

**6.6 Applications Approved Under the Delegated Authority of the
Director Community Life for Quick Response Grants
File Ref: F19/152704; 19/81**

Memorandum of the Director Community Life of 28 November 2019 and attachment.

Delegation: Committee



City of **HOBART**

MEMORANDUM: COMMUNITY, CULTURE AND EVENTS COMMITTEE

**Applications Approved Under the Delegated Authority of
the Director Community Life for Quick Response Grants**

The Director Community Life submits for information the attached table of Quick Response Applications approved under delegated authority.

RECOMMENDATION

That the information be received and noted.

As signatory to this report, I certify that, pursuant to Section 55(1) of the Local Government Act 1993, I hold no interest, as referred to in Section 49 of the Local Government Act 1993, in matters contained in this report.

Tim Short
DIRECTOR COMMUNITY LIFE

Date: 28 November 2019
File Reference: F19/152704; 19/81

Attachment A: Quick Response Applications Approved Under Delegated
Authority ↴

**APPLICATIONS APPROVED UNDER THE DELEGATED AUTHORITY OF
THE DIRECTOR COMMUNITY LIFE
FOR QUICK RESPONSE GRANTS – FILE REF: 19/81**

Applicant	Project Description	Grant Stream	Value of Grant \$ excl	Date of Approval
JCC Tas Benevolent Society Inc 22/12/2019	<i>Public Menorah Lighting and Celebration</i> In celebration of the holiday of Hanukkah, a 2.5m Menorah will be erected at Mawson Place, followed by a community-wide celebration with music, activities and socialising on Sunday 22 December, the first night of the eight-day holiday. An opportunity for the Jewish community to celebrate with the general Hobart community.	Community	\$500	19/11/2019
Hobart Out Tennis Inc 17-19/1/2020	<i>Hobart Out Tennis Tournament 2020</i> Hobart Out Tennis Tournament 2020 is an annual tennis tournament held as part of Gay and Lesbian Tennis Alliance (GLTA) World Tour, a worldwide amateur tennis tour organised by LGBT community but everyone is welcome to play. It's held at the same time as Hobart International WTA although is a separate event.	Community	\$500	26/11/2019
Pets in the Park Hobart CBD 25/11-7/12/2019	<i>Pets in the Park Hobart Companion Animal Christmas Parcels 2019</i> The Pets in the Park's mission is to assist and improve the lives of homeless people in society by caring for their pets in recognition of the power and importance of the human-animal bond. The Christmas parcel project will gift enrichment items for these companion animals that promote positive emotional states and good health and welfare. Parcels will be distributed to clients at the December pop-up veterinary health clinic in the Hobart CBD.	Community Christmas Activation	\$750	19/11/2019
Singers of Southern Tasmania Inc 7/12/2019	<i>Christmas Carol Concert</i> This is a community Christmas concert led by the Singers of Southern Tasmania (SOST). The performance will be Christmas music with the active participation of the audience. The music will be both traditional and modern Christmas repertoire.	Community Christmas Activation	\$750	12/11/2019

Applicant	Project Description	Grant Stream	Value of Grant \$ excl	Date of Approval
Royal Hobart Hospital Research Foundation Inc 8/12/2019	<i>Christmas Family Fun in Salamanca Square</i> The RHHRF and Salamanca Traders have joined forces to bring the community together for a family event to celebrate Christmas. Santa will visit, a family Christmas movie will be on the Mercury screen, Christmas carolling and face painters create atmosphere. This event has proven popular with young and old. Activity to support community health and wellbeing, through the RHHRF, will also feature.	Community Christmas Activation	\$750	12/11/2019
St Johns Park Bowls Club 8/12/2019	<i>Ray O'Sullivan Christmas Party</i> The club provides a Christmas party at the venue, for all its club members, members of Lenah Valley RSL and the general community. This event provides a chance for the community to attend the venue, bringing their children to enjoy party games, lunch, treasure hunt, entertainment provided by "The Party Fairy", a visit from Santa Claus, with lolly bags to take home.	Community Christmas Activation	\$650	19/11/2019
Hobart Accueil Inc 8/12/2019	<i>European Christmas Fair 2019</i> The 2019 European Christmas Fair will take place at the Polish House and will celebrate Hobart's multiculturalism. After the success from last year, Hobart Accueil, the French Community Association, intends to participate again and promote the Christmas traditions of France.	Community Christmas Activation	\$650	19/11/2019
Carols on the Mountain 14/12/2019	<i>Carols on the Mountain</i> Carols on the Mountain Annual Fern Tree Christmas carol open-air event, involving community singalong to live musical accompaniment featuring special guest singers Allison Farrow and Andrew Short. Additional features include Christmas readings by local guests, and performances by local musicians. The event will be hosted by Fern Tree broadcaster, Christopher Lawrence.	Community Christmas Activation	\$750	19/11/2019
Argyle Choir and Orchestra 18/12/2019	<i>Christmas Concert</i> A Christmas Concert that celebrates the more traditional family aspect of Christmas. It will feature the traditional Christmas music of Handel's Messiah.	Community Christmas Activation	\$750	19/11/2019

Applicant	Project Description	Grant Stream	Value of Grant \$ excl	Date of Approval
Colony 47 23-25/12/2019	<i>Community Christmas Lunch</i> On 25 December every year Colony 47, with all its fabulous volunteers, provides a traditional lunch, companionship and the spirit of Christmas for Tasmanians in need in the south of the state who may not have all the trimmings of the season, who may not have a home to enjoy Christmas in, or who may be alone and not have a family or friends to go to on the day.	Community Christmas Activation	\$750	26/11/2019
Van Diemen's Band Inc 20 & 21/12/2019	<i>Van Diemen's Band Christmas Concerts</i> A family-friendly Christmas celebration featuring Christmas music from throughout the ages played on instruments from the 17th and 18th centuries.	Events Support	\$1,000 in-kind	12/11/2019

**6.7 Applications Approved Under the Delegated Authority of the
General Manager for September 2019 - Biannual Grant Round
File Ref: F19/153117; 19/81**

Memorandum of the Director Community Life of 28 November 2019 and attachment.

Delegation: Committee



City of **HOBART**

MEMORANDUM: COMMUNITY, CULTURE AND EVENTS COMMITTEE

**Applications Approved Under the Delegated Authority of
the General Manager for September 2019 - Biannual Grant
Round**

The Director Community Life submits for information the attached report and grant assessment tables of the City of Hobart Grants Program - September 2019 Biannual Grant Round Applications approved under the delegated authority of the General Manager.

RECOMMENDATION

That the information be received and noted.

As signatory to this report, I certify that, pursuant to Section 55(1) of the Local Government Act 1993, I hold no interest, as referred to in Section 49 of the Local Government Act 1993, in matters contained in this report.

Tim Short
DIRECTOR COMMUNITY LIFE

Date: 28 November 2019
File Reference: F19/153117; 19/81

Attachment A: Approved grant report and assessment tables ↴

**REPORT TITLE: CITY OF HOBART GRANTS PROGRAM
BIANNUAL GRANTS – SEPTEMBER 2019
RECOMMENDATIONS**

**REPORT
PROVIDED BY: DIRECTOR COMMUNITY LIFE**

1. Report Purpose and Community Benefit

- 1.1 This report seeks approval of the assessment panel recommendations for five grant streams under the 2019-20 City of Hobart Grants Program round offered in September 2019: Community, Creative Hobart (Small and Medium), Event, Business (Shopfront Improvement) and Urban Sustainability.

2. Report Summary

- 2.1. A summary of the recommended funding allocations for this round of the City of Hobart Grants Program that opened on 31 August 2019 are provided in **Attachment A** to this report.
- 2.2. A copy of the agenda for each assessment panel, including the names of the assessors and assessment criteria as well as a summary of the individual applications by grant stream are provided in **Attachments B, C, D, E, F and G** to this report.
- 2.3. The overall value of the biannual grants referred to in this report for 2019-20 City of Hobart Grants Program is \$503,000.
- 2.4. A total of 52 applications were received across all grant streams, with one application withdrawing and one deemed ineligible prior to assessment.
- 2.5. Of the 50 projects eligible for assessment 28 projects across all of the grant streams are recommended for funding. The total amount requested by applicants in this round was \$414,988, with full or partial funding recommended to a total value of \$202,627.85.
- 2.6. The 28 projects recommended for funding have a total budget value of \$909,782. This is from all funding sources including grants, ticketing and sponsorship, of which the City of Hobart grants contribute 22 per cent of the total value. This equates to a benefit of \$4.49 generated for every dollar contributed by the City.
- 2.7. The recommended grant recipients for this round support the activities of 605 volunteers and 108 paid personnel.
- 2.8. The next biannual grant round for this financial year will be conducted in February 2020.

3. Recommendations

That:

3.1. *As per the delegation granted by the Council on 21 January 2019 the General Manager approve the recommended level of funding to the respective applicants for assistance under the 2019-20 City of Hobart Grants Program in the streams of Business, Community, Creative Hobart Small, Creative Hobart Medium, Event and Urban Sustainability as outlined below:*

(i) *The projects recommended for full funding and partial funding from this round of the 2019-20 City of Hobart Grants Program as detailed in Attachments A, B, C, D, E, F and G to this report.*

3.2. *The sum of the total grants recommended for this round is as follows:*

<i>Business (Shopfront Improvement)</i>	<i>\$5,309.00</i>
<i>Community</i>	<i>\$28,524.85</i>
<i>Creative Hobart Small</i>	<i>\$14,850.00</i>
<i>Creative Hobart Medium</i>	<i>\$62,000.00</i>
<i>Event Grants</i>	<i>\$76,226.00</i>
<i>Urban Sustainability Grants</i>	<i>\$15,718.00</i>
<i>Totally Recommended Funding</i>	<i>\$202,627.85</i>

3.3. *The General Manager note the projects not recommended for funding from this round of the 2019-20 City of Hobart Grants Program as detailed in Attachments A, B, C, D, E, F and G to this report.*

3.4. *The following unallocated funds from this round to be allocated to the same streams in the second biannual round in the 2019-20 financial year, opening in February 2020.*

<i>Business (Shopfront Improvement)</i>	<i>\$6,691</i>
<i>Community</i>	<i>\$11,475.15</i>
<i>Creative Hobart (Small)</i>	<i>\$150</i>
<i>Creative Hobart (Medium)</i>	<i>\$0</i>
<i>Events</i>	<i>\$18,774</i>
<i>Urban Sustainability</i>	<i>\$39,282</i>
<i>Total Recommended Carry Over</i>	<i>\$76,372.15</i>

3.5. *The second round for the 2019-20 financial year to include the Urban Sustainability grant stream as noted in 4.33 of this report.*

3.6. *The funding for the grants be attributed to budget activity code 344 within the Community Life 2019-20 Annual Budget.*

3.7. *All funding applicants will be advised accordingly. Applicants who have been offered partial funding have been contacted as per the Policy requirement and have agreed to receive partial funding.*

3.8. *The total grant provision be recorded in the 'Grants, Assistance and Benefits Provided' section of the City of Hobart Annual Report.*

4. Background

- 4.1. The City of Hobart Grants Program offers a range of annual and biannual grant streams. The biannual grant rounds are open to applicants in August and February each year.
- 4.2. Applicants can apply for various amounts according to the published guidelines for each grant stream. Grant information is made available on the City of Hobart website, which provides online access to the application form, guidelines and links to relevant City of Hobart strategies.
- 4.3. The August 2019 biannual round was promoted on the City of Hobart Facebook page, with direct emails to applicants from previous grant rounds as well as advertising in The Mercury newspaper, noting the application period closing on 30 September 2019.
- 4.4. Nine people attended two public information sessions held on 10 September 2019 in the Elizabeth Street Conference Room at 1 pm and 5.30 pm. Eight of these attendees submitted an application to the current round.
- 4.5. The Community Development Officer - Grants fielded 108 enquiries from the general public during the open application period, resulting in a total of 52 applications within this round. One application withdrew and one application was deemed ineligible prior to assessment.
- 4.6. The total amount requested by applicants in this round was \$414,988.

Assessment Panels and Criteria

- 4.7. All applications were administered under the Applications for Grants – City of Hobart Grants Program Policy.
- 4.8. Assessment panels are made up of City of Hobart staff as well as external assessors with relevant sector and community experience. The names and positions of all assessors are included within **Attachments B, C, D, E, F and G** to this report.
- 4.9. Applications are assessed according to the guidelines for each grant stream, also included within **Attachments B, C, D, E, F and G** to this report.

- 4.10. Assessment was carried out by individual assessors on a points-scored basis against the relevant criteria. The assessment panel then met to discuss the detail and potential of each application to assist in the delivery of relevant City of Hobart strategies.
- 4.11. The assessment panel acknowledged that overall the applications were diverse in both quality, focus and nature. For those applications recommended for funding there were strong community, cultural and economic benefits, for the project participants and for the city overall.
- 4.12. For those applications not recommended for funding there was either a lack of evidence of planning, lack of alignment with a City of Hobart strategy or a lack of community, stakeholder or partner engagement.

Business (Shopfront Improvement) Grant Applications

- 4.13. There were four applications assessed for the Shopfront Improvement Grant category (Business stream) requesting a total amount of \$15,309. Two applications are recommended for funding, totalling \$5,309.
- 4.14. Both recommended projects/applicants are receiving funding through the Shopfront Improvement Grant for the first time.
- 4.15. One Conflict of Interest was declared by one of the external assessors, Alex Heroys. The panel did not see a real or perceived conflict in this declaration.

Community Grant Applications

- 4.16. There were 11 applications received for the Community stream requesting a total amount of \$51,977. Seven applications are recommended for funding, totalling \$28,524.85.
- 4.17. The recommended activities for this grant supports the activities of 131 volunteers and 13 paid personnel.
- 4.18. One grant recipient is receiving funding through this grant stream for the first time.
- 4.19. One Conflict of Interest was declared by one of the external assessors, Fiona Strahan. The panel agreed the Conflict of Interest was present and the assessor did not score that application and left the meeting room for the duration of the discussion for that application.

Creative Hobart Grants Applications

- 4.20. This grant stream comprises of *Small* and *Medium* grants.
- 4.21. There were six eligible applications assessed for the Creative Hobart *Small* Grants, requesting a total amount of \$27,088.
- 4.22. Three Creative Hobart *Small* applications have been recommended for funding to the total value of \$14,850.

- 4.23. No Conflicts of Interest were declared by any assessor on the panel.
- 4.24. There were 14 eligible applications received for the Creative Hobart *Medium* grants, requesting a total amount of \$171,215.
- 4.25. Five Creative Hobart *Medium* applications have been recommended for funding to the total value of \$62,000.
- 4.26. Combined, the recommended applications support 64 paid personnel and 161 volunteers.
- 4.27. Two grant recipients are receiving funding through this grant stream for the first time.
- 4.28. Three Conflicts of Interest were declared by assessors. External Assessor Kate Mackie declared a Conflict of Interest with two applications. The panel agreed the Conflict of Interest was present, and the assessor did not score those applications and left the meeting room for the duration of the relevant discussions.
- 4.29. City of Hobart officer Mark Joseph declared a Conflict of Interest with application CHM12092019. The panel did not see a real or perceived conflict in this declaration.

Event Grant Applications

- 4.30. There were eight eligible applications assessed for the Event Grant category requesting a total of \$119,116.
- 4.31. Seven Event Medium Grant applications have been recommended for funding to the total value of \$76,226.
- 4.32. The recommended events for this grant engage 248 volunteers and 18 paid personnel.
- 4.33. Four grant recipients are receiving funding through this grant stream for the first time.
- 4.34. A Conflict of Interest was declared by the external assessors, Paul Stephanus. The panel did not see a real or perceived conflict in this declaration.

Urban Sustainability Grant Applications

- 4.35. As previously noted the round held in September 2019 was the first time the Urban Sustainability stream has been opened to the community.
- 4.36. On 22 July 2019 the Council approved the creation of the Urban Sustainability Grants by combining the Dr Edward Hall Environment Grants and the Waste Reduction Grants (ref F18/30845). This created a grant funding pool of \$55,000 for this grant stream.

- 4.37. There were seven applications assessed for the Urban Sustainability Grant stream requesting a total amount of \$30,283. Four applications are recommended for funding, totalling \$15,718.
- 4.38. The low application rate could possibly be explained by the combining of the two streams into one and hence the new unfamiliar name, the change of timing of the grant stream as well as changes within the community environmental sector such as changes to Sustainability Tasmania.
- 4.39. The Cleansing and Waste Policy Coordinator has proposed that for this financial year a second round of this stream be offered in order to allocate the remaining \$39,282.
- 4.40. It is also proposed that dedicated promotion and marketing campaign also be undertaken to promote the second round.
- 4.41. The recommended activities for this grant stream support the activities of seven volunteers and 65 paid personnel.
- 4.42. No Conflicts of Interest were declared by any assessor on the panel.

5. Proposal and Implementation

- 5.1. All applications were acknowledged upon receipt, all applicants will be advised of the City's decision and invited to contact staff for feedback on their applications if they wish.
- 5.2. Each successful applicant will be required to formally accept the City of Hobart assistance by signing a Letter of Offer, which requires them to:
- agree to the conditions of the assistance;
 - provide any documentation necessary for compliance under the Goods and Services Tax (GST);
 - detail the ways in which they will acknowledge the City of Hobart support; and
 - provide an acquittal within 90 days after the completion of their project.
- 5.3. The projects recommended for full funding and partial funding from this round of the 2019-20 City of Hobart Grants Program are detailed in **Attachment A, B, C, D, E, F and G** to this report.
- (i) All applicants recommended for partial funding have been contacted by the Community Activation and Grants Coordinator and have agreed to accept a part-funded offer if it was to be made.
 - (ii) The Salamanca Arts Centre will provide an updated proposal in light of the partial funding offered by the City as well as an unsuccessful funding application to Regional Arts Australia.

- 5.4. All awarded grants will be noted in the City of Hobart Annual Report in accordance with the City of Hobart policy in respect to grants and benefits disclosure.
- 5.5. The projects not recommended for funding are also detailed in **Attachment A, B, C, D, E, F and G** to this report.
- 5.6. Unsuccessful applicants will be advised they can contact officers for feedback regarding their application and to obtain assistance in developing their project in order to resubmit in a future grant round, should they wish to do so.

6. Strategic Planning and Policy Considerations

- 6.1. Funding applications within the City of Hobart Grants program are assessed in reference the strategy relevant to each stream. In this way the grant program ensures that the community projects being supported by the City help to deliver the Community Vision and relevant strategies.
- 6.2. The applications within this round respond to Pillars 1, 2, 3, 4, 6 and 7 of the *City of Hobart Capital City Strategic Plan 2019-29*, specifically:
 - 1.1 'Hobart's cityscape reflects the heritage, culture and natural environment that make it special.'
 - 2.1 'Hobart is a place that recognises and celebrates Tasmanian Aboriginal people, history and culture, working together towards shared goals.'
 - 2.2 'Hobart is a place where diversity is celebrated and everyone can belong, and where people have opportunities to learn about one another and participate in city life.'
 - 3.1 'Hobart is a creative and cultural capital where creativity is a way of life.'
 - 3.2 'Creativity serves as a platform for raising awareness and promoting understanding of diverse cultures and issues.'
 - 3.3 'Everyone in Hobart can participate in a diverse and thriving creative community, as professionals and hobbyists.'
 - 4.1 'Hobart's economy reflects its unique environment, culture and identity.'
 - 6.2 'Education, participation, leadership and partnerships all contribute to Hobart's strong environmental performance and healthy ecosystems.'
 - 6.3 'Hobart is a city with renewable and ecologically sustainable energy, waste and water systems.'
 - 7.2 'Development enhances Hobart's unique identity, human scale and built heritage.'

7. Financial Implications

- 7.1. The 2019-20 budget allocation within the Community Events function (344) for the following grant streams is detailed below.

Business (Shopfront Improvement)	\$24,000 (biannual rounds)
Community	\$80,000 (biannual rounds)
Creative Hobart (small)	\$30,000 (biannual rounds)
Creative Hobart (medium)	\$124,000 (biannual rounds)
Events	\$190,000 (biannual rounds)
Urban Sustainability	\$55,000 (annual round)
Total Allocation	\$503,000

- 7.2. Applicants can apply for various amounts according to the published guidelines for the following grant streams, as detailed below.

Business (Shopfront Improvement)	\$5,000
Community	\$1,000 to \$5,000
Creative Hobart (small)	\$1,000 to \$5,000
Creative Hobart (medium)	\$7,000 to \$15,000
Events	\$1,000 to \$20,000
Urban Sustainability	\$5,000

- 7.3. Funding Source and Impact on Current Year Operating Result

The following amounts are recommended for allocation within this round.

<i>Business (Shopfront Improvement)</i>	<i>\$5,309.00</i>
<i>Community</i>	<i>\$28,524.85</i>
<i>Creative Hobart Small</i>	<i>\$14,850.00</i>
<i>Creative Hobart Medium</i>	<i>\$62,000.00</i>
<i>Event Grants</i>	<i>\$76,226.00</i>
<i>Urban Sustainability Grants</i>	<i>\$15,718.00</i>
<i>Recommended Funding</i>	<i>\$202,627.85</i>

The following amounts are recommended to be carried over into the February 2020 grant round.

<i>Business (Shopfront Improvement)</i>	<i>\$6,691</i>
<i>Community</i>	<i>\$11,475.15</i>
<i>Creative Hobart (Small)</i>	<i>\$150</i>
<i>Creative Hobart (Medium)</i>	<i>\$0</i>
<i>Events</i>	<i>\$18,774</i>
<i>Urban Sustainability</i>	<i>\$39,282</i>
<i>Total Recommended Carry Over</i>	<i>\$76,372.15</i>

- 7.4. Impact on Future Years' Financial Result

There are no impacts on future year's financial results. All applicants who receive a funding offer will be notified that an invoice or Recipient Created Tax Invoice (RCTI) must be submitted for payment before the end of the financial year.

7.5. There are no Asset Related Implications stemming from this report.

8. Legal, Risk and Legislative Considerations

8.1. There are no legal, risk or legislative considerations as part of this report.

9. Environmental Considerations

9.1. The projects recommended through the City of Hobart Grants Program are required to, wherever possible, support the objectives of the City of Hobart Waste Management Strategy 2015-2030. In particular, applicants must outline their commitment to sustainable events, certified compostable food packaging and reducing waste to landfill.

10. Social and Customer Considerations

10.1. The projects recommended through the City of Hobart Grants Program should not be exclusive to a particular segment, but have broad appeal and can be attended by the general public. If the event is ticketed, tickets must be available to purchase by the general public.

10.2. The projects recommended through the City of Hobart Grants Program must not discriminate by way of race, religion, gender or sexual orientation in employment, marketing, advertising practices or within the event itself.

11. Marketing and Media

11.1. The projects recommended have been selected taking into account the widest community benefit through a range of groups. The Communications team provide advice to relevant officers and the community to maximise promotion of the projects.

11.2. Each successful applicant will be provided with the Grant and Partnership Acknowledgment Guidelines and, as part of the condition of funding, are required to ensure recognition of the City's support.

12. Community and Stakeholder Engagement

12.1. The Community Activation and Grants Coordinator, Community Development Officer - Grants, Cultural Programs Coordinator, Manager Community and Culture and Manager Activation Programs and Tourism, as well as the external panel members have been consulted in the preparation of this report.

13. Delegation

13.1. This matter is delegated to the General Manager.

As signatory to this report, I certify that, pursuant to Section 55(1) of the Local Government Act 1993, I hold no interest, as referred to in Section 49 of the Local Government Act 1993, in matters contained in this report.



(Tim Short)
DIRECTOR COMMUNITY LIFE

Date: 20 November 2019

File Reference: 19/81

Approved / Not approved the recommendations



(N. D. Heath)
GENERAL MANAGER

Date: 25 November 2019

**Attachment A: Summary of Assessment Panel Recommendations
September 2019**

Project Name	Requested Amount	Recommended Amount
BUSINESS (SHOPFRONT IMPROVEMENT)		
1+2 Architecture	\$3,775	\$3,775.00
Red Parka Pty Ltd Average	\$1,534	\$1,534.00
Medhurst Equipment	\$5,000	0.00
South Hobart Pharmacy Average	\$5,000	0.00
Sub Total	\$15,309	\$5,309
COMMUNITY		
Pets in the Park Hobart Companion Animal Health & Welfare	\$5,000.00	\$5,000.00
Look Good Feel Better	\$5,000.00	\$5,000.00
Tas Pride Parade 2020	\$4,996.85	\$4,996.85
Hobart Relay For Life	\$5,000.00	\$5,000.00
Hospice Volunteers Diversity Education Program 2020	\$2,528.00	\$2,528.00
Rafting, a wheelchair won't stop us	\$5,000.00	\$5,000.00
Harmony Day on Queens	\$5,000.00	\$1,000.00
Evidence based, low literacy resource for medication abortion	\$5,000.00	0.00
Hear for Hobart – supporting children with hearing loss	\$4,762.00	0.00
Learning the Ropes Summer Special	\$5,000.00	0.00
The Clown Doctors program - at RHH	\$4,690.00	0.00
Sub Total	\$51,977	\$28,524.85
CREATIVE HOBART (SMALL)		
An Aquatic Community	\$4,850.00	\$4,850.00
Italian Baroque Sessions	\$5,000.00	\$5,000.00
Tasmanian Playwrights Project. Season 2020.	\$5,000.00	\$5,000.00
That Parking Lady	\$4,750.00	0.00
Hobart Theatre Summer School	\$4,000.00	0.00
inka presents "HobArt"	\$3,488.00	0.00
Sub Total	\$27,088	\$14,850.00
CREATIVE HOBART (MEDIUM)		
LUME: Writing from the collection	\$14,750	\$14,750.00
ngayapi niyakara (Born to dream)	\$15,000	\$15,000.00
DRILL 2020 Program	\$15,000	\$12,250.00
Older than Language Artist Led Community Program	\$15,000	\$10,000.00
Glass House Arcadia: Memorial to Tasmanian Plant Ecology	\$15,000	\$10,000.00

**Attachment A: Summary of Assessment Panel Recommendations
September 2019**

Project Name	Requested Amount	Recommended Amount
'Catching Your Breath' Community Engagement Project	\$7,550	0.00
7 Deadly Sins	\$13,500	0.00
Citizen Dancer	\$9,412	0.00
'HEAR US - Exploring youth voices on climate change'	\$9,851	0.00
Mapping Hobart	\$15,000	0.00
Wide Angle Screen Centre 2020 Film Programme	\$10,652	0.00
The Last Show on Earth	\$15,000	0.00
The Call of Aurora- Mawson in Antarctica	\$7,000	0.00
Art Installation - Waterworks Valley	\$8,500	0.00
Sub Total	\$171,215	\$62,000
EVENTS		
Hobart BOFA 2020	\$20,000	\$20,000.00
Jazzamanca 2020	\$14,380	\$14,380.00
2020 Lunar New Year Festival	\$19,960	\$18,000.00
Tasmania Chinese Lantern Festival 2020	\$15,000	\$13,000.00
Make Music Day	\$1,946	\$1,946.00
Wellness Expo 2020	\$7,830	\$5,000.00
Thaippongol - Tamil Heritage Festival	\$20,000	\$3,900.00
St David's meets St Valentine	\$20,000	0.00
Sub Total	\$119,116	\$76,226
URBAN SUSTAINABILITY		
Greening Australia	\$5,000.00	\$5,000.00
Good Life Permaculture	\$5,000.00	\$5,000.00
Plasticwise Taroona	\$3,458.00	\$3,458.00
Source Community Wholefoods Cooperative	\$2,260.00	\$2,260.00
Waimea Heights Primary School	\$5,000.00	0.00
Lansdowne Crescent Primary School Sustainability Team	\$4,565.00	0.00
South Hobart Living Arts Centre	\$5,000.00	0.00
Sub Total	\$30,283.00	\$15,718.00
Grand Total	\$414,988.00	\$202,627.85

**Attachment B: Assessment Panel Recommendations September 2019
– Community Grants****2019 CITY OF HOBART
COMMUNITY GRANT ASSESSMENT PANEL MEETING
AGENDA**

DATE: Thursday 31 August 2019
TIME: 1:15 pm – 4:00 pm
LOCATION: Hobart Town Hall

ASSESSORS:**Kimbra Parker**

Manager Community and Culture, City of Hobart

Andre Helsloot

Principal Advisor, Contracts & General Procurement, City of Hobart

Fiona Strahan

Disability Advocate

Kazi Sabbir

Tasmanian Muslim Association

Mark Joseph (Convenor)

Community Activation and Grants Coordinator, City of Hobart

GRANT PROGRAM SUPPORT:

Aaron Jensen, Community Development Officer – Grants, City of Hobart

APOLOGIES:

AGENDA ITEMS**Convenor's Welcome & Introductions****2019 Community Grant Program**

- Total annual Budget : \$ 80,000
- Available funds : \$ 40,000
- Total Request : \$ 51,977
- Number of Applications: 11

Issues to be considered by panel members

- Confidentiality
- Panellists can re-score initial applications based on the discussion at this meeting. Any re-scoring must be based on the merits of the application submitted, rather than on comparing one application to another.
- Guidelines - the Guidelines are available at the meeting for reference.
- Questions - any questions from panellists?

**Attachment B: Assessment Panel Recommendations September 2019
– Community Grants****Declaration of Conflicts of Interest**

- For any application or other reasons

Background Information provided on applicants

- Discussion on any relevant information regarding applications

Assessment of Applications

- Current Aggregate Scores
- Discussion of each application
- Rescoring submitted by individual assessors (if necessary)
- Summary of final scores
- Summary of Panel feedback to each applicant
- Allocation of grant amounts to each successful applicant based on available funds
- Summary of recommendations to be made to Council

Discussion: Grants process and feedback from Assessors

- Feedback from assessors on assessment process including guidelines, application form and assessment form
- Key dates for Grant approvals:

Monday 11 November	Report Due
Wednesday 20 November	General Manager sign off
Monday 25 November	Applicants advised of outcomes

Other Business**Meeting close**

**Attachment B: Assessment Panel Recommendations September 2019
– Community Grants**

**Community Grants
September 2019**

Assessment Criteria

1. Responding to a need or interest in the community;
2. Community support or involvement in the project;
3. Opportunity for participants to build social connections and networks;
4. Accessibility to the community; and
5. Overall quality and capacity.

Attachment B: Assessment Panel Recommendations September 2019
– Community Grants

Community Grants

September 2019

Summary of Panel Recommendations

Total Request	\$ 51,977
Budget Allocation	\$ 40,000
Total Recommended	\$ 28,524.85
Total Available	\$ 11,475
Applications Recommended	7
Applications Assessed	11

Application	Project	Request	Recommended	Score
CS01092019	Pets in the Park Hobart Companion Animal Health & Welfare Project 2020	\$ 5,000.00	\$ 5,000.00	80.8%
CS15092019	Look Good Feel Better	\$ 5,000.00	\$ 5,000.00	76.8%
CS09092019	TasPride Parade 2020	\$ 4,996.85	\$ 4,996.85	75.2%
CS14092019	Hobart Relay For Life	\$ 5,000.00	\$ 5,000.00	74.4%
CS05092019	Hospice Volunteers Diversity Education Program 2020	\$ 2,528.00	\$ 2,528.00	72.8%
CS06092019	Rafting, a wheelchair won't stop us	\$ 5,000.00	\$ 5,000.00	70.0%
CS16092019	Harmony Day on Queens	\$ 5,000.00	\$ 1,000.00	69.6%
CS21092019	An evidence based, low literacy resource for medication abortion	\$ 5,000.00		66.4%
CS11092019	Hear for Hobart – supporting children with hearing loss	\$ 4,762.00		65.6%
CS03092019	Learning the Ropes Summer Special	\$ 5,000.00		65.6%
CS17092019	The Clown Doctors program - at RHH	\$ 4,690.00		65.6%
		\$ 51,977	\$ 28,524.85	

Attachment B: Assessment Panel Recommendations September 2019
– Community Grants

Pets in the Park Hobart CBD

Project Title	Pets in the Park Hobart Companion Animal Health & Welfare Project 2020
Application ID	CS01092019
Brief Project Description	Pets in the Park's mission is to improve the lives of homeless people by caring for their pets in recognition of the power and importance of the human-animal bond. Our project will fund the desexing of companion animals, and any other necessary surgeries & veterinary procedures required to ensure their good health and welfare. By reducing the financial burden of pet ownership, we aim to make a difference to both animals and people experiencing homelessness.
Total Amount Requested	5000.00
Total Allocated	\$5,000.00
Final Score	80.8/125
Final Recommendation	Fully fund
Community Benefit	The application demonstrates a high level of community benefit.
Community Need or Interest	The application provides sufficient evidence as to how the project would meet the needs or interest of the community.
Local Community Activation	The application provides sufficient evidence as to how the event will activate the local area
Community Participation and Engagement	The application demonstrates sufficient community participation and engagement.
Accessibility	The application demonstrates that the event will be accessible to the community.
Quality of application and project	The application and project are well organised and presented to a high standard.
Personnel	The application describes key project personnel who are of a high calibre.
Funding Conditions	No
Assessment Panel Final Comment	<p>A worthwhile community project that assists isolated and marginalised community members and supports the City of Hobart Housing and Homelessness Strategy. The project provides a valuable community service that is not available elsewhere and has a strong impact on the mental health of the clients, assisting them to connect with other services and support. The project budget should show volunteer hours as well as discounts being offered by surgeries and other stakeholders to give true picture of the cost of the program.</p> <p>Opportunities for sponsorship from private business to ensure ongoing sustainability.</p>

Attachment B: Assessment Panel Recommendations September 2019
– Community Grants

Cancer Patients Foundation

Project Title	Look Good Feel Better
Application ID	CS15092019
Brief Project Description	Look Good Feel Better is a free national community service program run by the Cancer Patients Foundation, dedicated to teaching cancer patients how to manage the appearance-related side-effects caused by cancer treatment. Women, men and teens participate in practical workshop demonstrations covering skin care, make-up and head wear, leaving them empowered and ready to face their cancer diagnosis with confidence.
Total Amount Requested	5000.00
Total Allocated	\$5,000.00
Final Score	76.8/125
Final Recommendation	Fully fund
Part fund recommendation	
Community Benefit	The application demonstrates a high level of community benefit.
Community Need or Interest	The application provides sufficient evidence as to how the project would meet the needs or interest of the community.
Local Community Activation	The application provides strong evidence as to how the event will activate and enliven the local area.
Community Participation and Engagement	The application demonstrates a high level of community engagement and participation.
Accessibility	The application demonstrates a high level of planning towards making the event highly accessible to the wider community.
Quality of application and project	The application and project are well organised and presented to a high standard.
Personnel	The application describes key project personnel who are of a high calibre.
Funding Conditions	No
Funding Conditions Description	
Assessment Panel Final Comment	This is a very important niche project for people (predominately women) when cancer treatment can have very visible affects to ones face and skin; and at a time of intense stress. Part of an international program that provides significant benefit to a considerable number of people living with or recovering from cancer. Valuable program with a strong volunteer base that could consider sponsorship from private providers to ensure ongoing sustainability.

**Attachment B: Assessment Panel Recommendations September 2019
– Community Grants**

TasPride Inc.

Project Title	TasPride Parade 2020
Application ID	CS09092019
Brief Project Description	The TasPride Parade is the signature event of the annual TasPride Festival, regularly bringing together up to 500 Lesbian, Gay, Bisexual, Transgender, Intersex and Queer (LGBTIQ+) people and allies, making it one of the largest and most visible LGBTIQ+ events in Tasmania. It is a vital way for the LGBTIQ+ communities and allies to celebrate and share our diversity with the broader community.
Total Amount Requested	4996.85
Total Allocated	\$4,996.85
Final Score	75.2/125
Final Recommendation	Fully fund
Part fund recommendation	
Community Benefit	The application demonstrates community benefit.
Community Need or Interest	The application provides sufficient evidence as to how the project would meet the needs or interest of the community.
Local Community Activation	The application provides strong evidence as to how the event will activate and enliven the local area.
Community Participation and Engagement	The application demonstrates sufficient community participation and engagement.
Accessibility	The application demonstrates that the event will be accessible to the community.
Quality of application and project	The application and project are well presented.
Personnel	The application describes key project personnel who are of a high calibre.
Funding Conditions	No
Assessment Panel Final Comment	A visible and accessible aspect of a larger celebration of community diversity that has the potential to engage the broader community. While the project is a good way for the City to support the development and build capacity for the parade the applicants may need to consider private sponsorship for ongoing sustainability.

Attachment B: Assessment Panel Recommendations September 2019
– Community Grants
Cancer Council Tasmania

Project Title	Hobart Relay For Life
Application ID	CS14092019
Brief Project Description	Relay For Life is a 20hr weekend experience. It brings community together for the many reasons relating to cancer. It connects community through family & friends, school & community groups and business groups. Over 9 Tasmanians are diagnosed with cancer daily. 'Relay' provides opportunity for this community to connect by 'celebrating' life, 'remembering' loved ones & 'fighting back' against cancer through fundraising and support. All funds generated are put back into the community through our support services.
Total Amount Requested	\$5000.00
Total Allocated	\$5,000.00
Final Score	74.4/125
Final Recommendation	Fully fund
Community Benefit	The application demonstrates a high level of community benefit.
Community Need or Interest	The application provides strong evidence as to how the project meets the needs or interest of the community.
Local Community Activation	The application provides strong evidence as to how the event will activate and enliven the local area.
Community Participation and Engagement	The application demonstrates a high level of community engagement and participation.
Accessibility	The application demonstrates a high level of planning towards making the event highly accessible to the wider community.
Quality of application and project	The application and project are well organised and presented to a high standard.
Personnel	The application describes key project personnel who are of a high calibre.
Funding Conditions	No
Funding Conditions Description	
Assessment Panel Final Comment	Well supported and promoted annual community event that provides multiple opportunities to support community members affected by cancer. The project has strong stakeholder and partner support with evidence of capacity to engage volunteers. The project has substantial financial and in kind support in its budget outside of the requested City of Hobart grant.

Attachment B: Assessment Panel Recommendations September 2019
– Community Grants

Miss Jess Ferguson

Project Title	Creating an evidence based, low literacy resource for medication abortion in Hobart
Application ID	CS21092019
Brief Project Description	After engaging in a formal feedback process with community members, we will create an inclusive, low literacy, visual resource about how to safely and effectively use medication abortion and manage potential side effects. Our project will showcase the work of local Hobart artist(s) and will be distributed through a variety of local organizations.
Total Amount Requested	\$5,000.00
Total Allocated	\$0.00
Final Score	66.4/125
Final Recommendation	Not Recommended
Part fund recommendation	
Community Benefit	The application demonstrates community benefit.
Community Need or Interest	The application did not sufficiently demonstrate how the project would meet the needs or interest of the community.
Local Community Activation	The application did not sufficiently demonstrate how the local areas and facilities would be activated.
Community Participation and Engagement	The application did not sufficiently demonstrate how local audiences would be engaged or participate in the event.
Accessibility	The application demonstrates that the event will be accessible to the community.
Quality of application and project	The application and project are not well presented, there being a lack of sufficient planning and detail.
Personnel	The application describes key personnel who have the necessary skills to deliver the project.
Funding Conditions	No
Assessment Panel Final Comment	The panel felt that while the project is well intended there is insufficient evidence that the applicant has engaged with qualified medical professionals or has undertaken sufficient stakeholder consultation to ensure that the information being provided is accurate and appropriately worded. The panel would welcome a redrafted application for this project with these issue addressed in future rounds.

**Attachment B: Assessment Panel Recommendations September 2019
– Community Grants**

Outside the Box - Earth Arts Rights Inc

Project Title	Rafting, a wheelchair won't stop us
Application ID	CS06092019
Brief Project Description	<p>The project aims to ensure a beautifully written and illustrated children's book by a Tasmanian woman with disability is made available to every school in Tasmania with appropriate supporting materials, including Teaching notes and a short video about the author.</p> <p>The book 'Rafting, a wheelchair won't stop us' promotes discussion on inclusion of children with disability and encourages children to look beyond a person's disability to focus on friendship and inclusion in activities kids enjoy.</p>
Total Amount Requested	\$5000.00
Total Allocated	\$5,000.00
Final Score	72.0/125
Final Recommendation	Fully fund
Community Benefit	The application demonstrates a high level of community benefit.
Community Need or Interest	The application provides sufficient evidence as to how the project would meet the needs or interest of the community.
Local Community Activation	The application did not sufficiently demonstrate how the local areas and facilities would be activated.
Community Participation and Engagement	The application demonstrates sufficient community participation and engagement.
Accessibility	The application demonstrates a high level of planning towards making the event highly accessible to the wider community.
Quality of application and project	The application and project are well presented.
Personnel	The application describes key project personnel who are of a high calibre.
Funding Conditions	No
Assessment Panel Final Comment	The project is strongly aligned with the Equal Access, Social Inclusion and Creative Hobart Strategies. There are few disability awareness raising resources available that are produced by people living with a disability that are available to schools, particularly primary schools. The value of this project is that there is a strategy and resources accompanying the book which will maximise the community benefit.

Attachment B: Assessment Panel Recommendations September 2019
– Community Grants
Housing Choices Tasmania

Project Title	Harmony Day on Queens
Application ID	CS16092019
Brief Project Description	The Housing Choices' resident community will come together on Harmony Day to again enjoy cultural dances, food of the world, fun and laughter with the company of their neighbours, and friends who now call Tasmania their home.
Total Amount Requested	\$5000.00
Total Allocated	\$1,000.00
Final Score	69.6/125
Final Recommendation	Part fund
Part fund recommendation	\$1,000.00
Community Benefit	The application did not sufficiently demonstrate community benefit
Community Need or Interest	The application provides sufficient evidence as to how the project would meet the needs or interest of the community.
Local Community Activation	The application did not sufficiently demonstrate how the local areas and facilities would be activated.
Community Participation and Engagement	The application did not sufficiently demonstrate how local audiences would be engaged or participate in the event.
Accessibility	The application demonstrates that the event will be accessible to the community.
Quality of application and project	The application and project are not well presented, there being a lack of sufficient planning and detail.
Personnel	The application describes key project personnel who are of a high calibre.
Funding Conditions	No
Funding Conditions Description	
Assessment Panel Final Comment	<p>While the intent of the project is well intended the applicant is seeking significant funding for what has been a small event attended by a small number of residents in the past..</p> <p>While there is an equal contribution from HCT the budget does not provide sufficient detail of expenditure.</p> <p>This application follows on from the same event for the past two years which had received State Government funding and this application does not provide detail as to why this is a full request from COH and no mention of State Govt funding.</p>

**Attachment B: Assessment Panel Recommendations September 2019
– Community Grants**

Hospice Volunteers South Tas Inc (formerly Hospice Care Assoc)

Project Title	Hospice Volunteers Diversity Education Program 2020
Application ID	CS05092019
Brief Project Description	Hospice's diversity workshops will develop our volunteers' understanding of the day to day challenges met by diverse communities. Hearing first hand from young people from refugee and non-mainstream cultural backgrounds, people living with disability or diverse sexual orientations, and individuals living with challenging health conditions will enable our volunteers to sensitively and appropriately support palliative clients from diverse communities and those closest to them to live healthy connected lives until death and afterwards during bereavement.
Total Amount Requested	2528.00
Total Allocated	\$2,528.00
Final Score	72.8/125
Final Recommendation	Fully fund
Part fund recommendation	
Community Benefit	The application demonstrates a high level of community benefit.
Community Need or Interest	The application provides sufficient evidence as to how the project would meet the needs or interest of the community.
Local Community Activation	The application did not sufficiently demonstrate how the local areas and facilities would be activated.
Community Participation and Engagement	The application demonstrates sufficient community participation and engagement.
Accessibility	The application demonstrates that the event will be accessible to the community.
Quality of application and project	The application and project are well presented.
Personnel	The application describes key project personnel who are of a high calibre.
Funding Conditions	No
Assessment Panel Final Comment	A strong application that has the potential to build capacity in a highly valued volunteer program that strongly aligns with social inclusion strategy. This project will help to ensure that hospice volunteers can respond in a culturally sensitive and knowledgeable way with people from multicultural communities at the end stage of their lives.

**Attachment B: Assessment Panel Recommendations September 2019
– Community Grants**

The Shepherd Centre - for deaf children

Project Title	Hear for Hobart – supporting children with hearing loss and their family from Hobart.
Application ID	CS11092019
Brief Project Description	The Shepherd Centre (TSC) is seeking funding to provide Hear for Hobart project to support children with hearing loss from Hobart to develop their speech, language and social skills. It will also provide education and emotional support to parents and the child's immediate and extended family. Due to geographical constraints, families in Tasmania and in particular Hobart, do not have access to other similar multi-disciplinary services and they are seeking support from The Shepherd Centre.
Total Amount Requested	4762.00
Total Allocated	\$0.00
Final Score	65.6/125
Final Recommendation	Not Recommended
Part fund recommendation	
Community Benefit	The application did not sufficiently demonstrate community benefit
Community Need or Interest	The application provides sufficient evidence as to how the project would meet the needs or interest of the community.
Local Community Activation	The application did not sufficiently demonstrate how the local areas and facilities would be activated.
Community Participation and Engagement	The application did not sufficiently demonstrate how local audiences would be engaged or participate in the event.
Accessibility	The application did not sufficiently demonstrate how the event would be accessible to the wider community.
Quality of application and project	The application and project are well presented.
Personnel	The application describes key project personnel who are of a high calibre.
Funding Conditions	No
Assessment Panel Final Comment	<p>The applicant has responded to questions raised from previous application regarding connections with Tasmanian organisations however there is insufficient evidence of disability stakeholder collaboration or support with an organisation such as the Association of Children with Disability.</p> <p>While the work may be valuable to the recipients there is little evidence of benefits to the broader community or of wide need for this service for community members living with hearing loss.</p>

Attachment B: Assessment Panel Recommendations September 2019
– Community Grants
Windeward Bound Trust

Project Title	Learning the Ropes Summer Special
Application ID	CS03092019
Brief Project Description	<p>The Windeward Bound Trust is offering a summer special 'Learning the Ropes' Day Long adventure under sail youth program which will build up confidence, resilience, and self-esteem in young Tasmanians, whilst promoting healthy and active lifestyles.</p> <p>The Windeward Bound Trust engages youth by working with Schools, Colleges and Youth Groups and individuals in Tasmania to ensure young people's needs are met on our life changing adventure under sail youth development voyages.</p>
Total Amount Requested	\$5000.00
Total Allocated	\$0.00
Final Score	65.6/125
Final Recommendation	Not Recommended
Community Benefit	The application did not sufficiently demonstrate community benefit
Community Need or Interest	The application did not sufficiently demonstrate how the project would meet the needs or interest of the community.
Local Community Activation	The application did not sufficiently demonstrate how the local areas and facilities would be activated.
Community Participation and Engagement	The application did not sufficiently demonstrate how local audiences would be engaged or participate in the event.
Accessibility	The application did not sufficiently demonstrate how the event would be accessible to the wider community.
Quality of application and project	The application and project are well organised and presented to a high standard.
Personnel	The application describes key project personnel who are of a high calibre.
Funding Conditions	No
Assessment Panel Final Comment	The assessment panel recognised the valuable work that the project undertakes with the community however felt that this project provided little value for money as the proposal is for a small number of participants for a limited time. The project did not demonstrate substantial ongoing support or long term benefits to the participants or provide evidence of meaningful evaluation.

Attachment B: Assessment Panel Recommendations September 2019
– Community Grants

The Humour Foundation

Project Title	The Clown Doctors program - at Royal Hobart Hospital
Application ID	CS17092019
Brief Project Description	Clown Doctors are highly trained professional performers who use laughter and play to bring joy to children's lives and make hospital a less scary place to be. Clown Doctors like Dr Sox and Dr Honey Bee work alongside healthcare professionals at the Royal Hobart Hospital, delivering doses of fun and laughter at the bedside of sick kids to help lift spirits, remedy stressful situations and provide much needed distractions during stressful and traumatic times.
Total Amount Requested	4690.00
Total Allocated	\$0.00
Final Score	65.6/125
Final Recommendation	Not Recommended
Part fund recommendation	
Community Benefit	The application demonstrates community benefit.
Community Need or Interest	The application provides sufficient evidence as to how the project would meet the needs or interest of the community.
Local Community Activation	The application provides sufficient evidence as to how the event will activate the local area
Community Participation and Engagement	The application did not sufficiently demonstrate how local audiences would be engaged or participate in the event.
Accessibility	The application demonstrates that the event will be accessible to the community.
Quality of application and project	The application and project are well presented.
Personnel	The application describes key project personnel who are of a high calibre.
Funding Conditions	No
Assessment Panel Final Comment	While the project is an excellent program which is greatly appreciated by anyone who experiences it the organisation has just completed an extensive fundraising campaign in Hobart and has been previously funded by the city.

**Attachment C: Assessment Panel Recommendations September 2019
– Creative Hobart Small Grants****2019 CITY OF HOBART CREATIVE HOBART
GRANT ASSESSMENT PANEL MEETING****AGENDA**

DATE: Thursday 31 August 2019
TIME: 9:45 am – 12:30pm
LOCATION: Hobart Town Hall

ASSESSORS:

Kimbra Parker

Manager Community and Culture, City of Hobart

Jane Castle

Cultural Programs Coordinator, Community and Cultural Programs, City of Hobart

Cathryn Kerr

Principal Advisor, City Place Making, City of Hobart

Kate Mackie

Special Projects and Industry Development Manager, Arts Tasmania

Mark Joseph (Convenor)

Community Activation and Grants Coordinator, City of Hobart

GRANT PROGRAM SUPPORT:

Aaron Jensen, Community Development Officer – Grants, City of Hobart

Sue Hayes, Cultural Development Coordinator, City of Hobart

APOLOGIES:

AGENDA ITEMS**Convenor's Welcome & Introductions****2019 Creative Hobart Small Grant Program**

- Total annual Budget : \$ 30,000
- Available funds : \$ 15,000
- Total Request : \$ 27,098
- Number of Applications: 6

2019 Creative Hobart Medium Grant Program

- Total annual Budget : \$ 124,000
- Available funds : \$ 62,000
- Total Request : \$ 171,215
- Number of Applications: 14

**Attachment C: Assessment Panel Recommendations September 2019
– Creative Hobart Small Grants****Issues to be considered by panel members**

- Confidentiality
- Panellists can re-score initial applications based on the discussion at this meeting. Any re-scoring must be based on the merits of the application submitted, rather than on comparing one application to another.
- Guidelines - the Guidelines are available at the meeting for reference.
- Questions - any questions from panellists?

Declaration of Conflicts of Interest

- For any application or other reasons

Background Information provided on applicants

- Discussion on any relevant information regarding applications

Assessment of Applications

- Current Aggregate Scores
- Discussion of each application
- Rescoring submitted by individual assessors (if necessary)
- Summary of final scores
- Summary of Panel feedback to each applicant
- Allocation of grant amounts to each successful applicant based on available funds
- Summary of recommendations to be made to Council

Discussion: Grants process and feedback from Assessors

- Feedback from assessors on assessment process including guidelines, application form and assessment form
- Key dates for Grant approvals:

Monday 11 November	Report Due
Wednesday 20 November	General Manager sign off
Monday 25 November	Applicants advised of outcomes

Other Business**Meeting close**

**Attachment C: Assessment Panel Recommendations September 2019
– Creative Hobart Small Grants**

September 2019

Creative Hobart Small Grants

Assessment Criteria

1. Capacity to contribute towards the Creative Hobart strategy
2. Community benefit (in a way that allows the audience to be less passive in their engagement) in areas such as consultation, project development or delivery
3. Community benefit (in a way that allows the audience to be less passive in their engagement) in areas such as consultation, project development or delivery

**Attachment C: Assessment Panel Recommendations September 2019
– Creative Hobart Small Grants**

September 2019

Creative Hobart Small Grants

Summary of Assessment Panel Recommendations

Total Request:	\$ 27,088
Budget Allocation	\$ 15,000
Total Recommended	\$ 14,850
Total Available:	\$ 150
Applications Recommended	3
Applications Assessed	6

Application	Project	Request	Recommended	Total
CHS05092019	An Aquatic Community	\$4,850.00	\$ 4,850.00	73.3%
CHS03092019	Italian Baroque Sessions	\$5,000.00	\$ 5,000.00	72.0%
CHS01092019	Tasmanian Playwrights Project. Season 2020.	\$5,000.00	\$ 5,000.00	65.3%
CHS08092019	That Parking Lady	\$4,750.00		62.7%
CHS07092019	Hobart Theatre Summer School	\$4,000.00		61.3%
CHS06092019	inka presents "HobArt"	\$3,488.00		41.3%
		\$ 27,088	\$ 14,850.00	

Attachment C: Assessment Panel Recommendations September 2019
– Creative Hobart Small Grants

Mrs Rebecca Thomson

Application ID	CHS05092019
Project Title	An Aquatic Community
Brief Project Description	A 6 minute documentary about the strength of friendship and community that has formed between groups of Hobart seniors who have all been attending the same water aerobics class for over three decades.
Total Amount Requested	\$4850.00
Amount Recommended	\$4850.00
Final Score	73.3%
Final Recommendation	Fully fund
Alignment to Creative Hobart objectives	The application substantially demonstrates how the project will contribute to the Creative Hobart objectives
Community Participation and Engagement	The application demonstrates a high level of community engagement and participation.
Accessibility	The application demonstrates that the event will be accessible to the community.
Quality of application and project	The application and project are well organised and presented to a high standard.
Personnel	The application describes key project personnel who are of a high calibre.
Funding Conditions	No
Assessment Panel Final Comment	A sensitive engagement with an often forgotten group of people that showcases a City of Hobart facility on multiple platforms and at film festivals and community showings. A strong professional and creative development opportunity for filmmakers, composer, etc. Strongly aligns with the Creative Hobart Strategy.

Attachment C: Assessment Panel Recommendations September 2019
– Creative Hobart Small Grants

Van Diemen's Band Inc.

Application ID	CHS03092019
Project Title	Italian Baroque Sessions
Brief Project Description	<p>In March 2020, Tasmania's premiere early music Van Diemen's Band will present "Italian Baroque Sessions", a festival/academy of Italian baroque music in the historic Hobart Town Hall, led by international guest director Enrico Gatti.</p> <p>Academy participants will attend lectures, undertake lessons/workshops/masterclasses, and have multiple public performance opportunities. The academy will be kept low-cost, ensuring a wide variety of students/musicians have access to this remarkable educational opportunity. Furthermore, a limited number of scholarships will be offered.</p>
Total Amount Requested	\$5000.00
Amount Recommended	\$5000.00
Final Score	72.0
Final Recommendation	Fully fund
Alignment to Creative Hobart objectives	The application demonstrates how the project will contributed to the Creative Hobart objectives.
Community Participation and Engagement	The application demonstrates a high level of community engagement and participation.
Accessibility	The application demonstrates that the event will be accessible to the community.
Quality of application and project	The application and project are well organised and presented to a high standard.
Personnel	The application describes key project personnel who are of a high caliber.
Funding Conditions	No
Assessment Panel Final Comment	<p>A strong application for a multi-faceted project that offers intensive, high quality development opportunities for the participants. Strongly aligned to the Creative Hobart strategy in the three priority area with varied and significant funding from other organisations. A good development component for the Tasmanian Youth Orchestra strengthens the project. Includes a free concert in the Town Hall, which will increase accessibility to the broader community.</p>

Attachment C: Assessment Panel Recommendations September 2019
– Creative Hobart Small Grants

Mr David Lander

Application ID	CHS01092019
Project Title	Tasmanian Playwrights Project. Season 2020.
Brief Project Description	During 2020 the Tasmanian Playwrights Project (TPP) will present four play readings for public audiences. They will take place at the South Hobart Living Arts Centre Community Hall. After each reading the audience will engage directly with the playwrights, actors and director in a facilitated feedback session to help shape the writer's next draft. .
Total Amount Requested	\$5000.00
Final Score	65.3%
Final Recommendation	Fully fund
Alignment to Creative Hobart objectives	The application demonstrates how the project will contributed to the Creative Hobart objectives.
Community Participation and Engagement	The application demonstrates sufficient community participation and engagement.
Accessibility	The application demonstrates that the event will be accessible to the community.
Quality of application and project	The application and project are well presented.
Personnel	The application describes key personnel who have the necessary skills to deliver the project.
Funding Conditions	No
Assessment Panel Final Comment	A strong creative team with wide ranging experience and strong sector support. The project provides a great opportunity for emerging playwrights that is in line with Creative Hobart's vision for nurturing creativity and connecting artists. Several components to the project with development, peer review and public performance and engagement.

Attachment C: Assessment Panel Recommendations September 2019
– Creative Hobart Small Grants

Performing Lines/ Tasmania Performs

Application ID	CHS08092019
Project Title	That Parking Lady
Brief Project Description	Local performer Anna Kidd is being supported by Tasmania Performs to develop her first play THAT PARKING LADY. In a world where we are all self-absorbed and locked into our screens how do we ensure we retain our sense of humanity and the ability for kindness. This grant funds STAGE 2 which consolidates costumes design and the musical score for this new comic cabaret.
Total Amount Requested	\$4750.00
Amount Recommended	\$0.00
Final Score	62.7%
Final Recommendation	Not Recommended
Alignment to Creative Hobart objectives	The application demonstrates how the project will contributed to the Creative Hobart objectives.
Community Participation and Engagement	The application did not sufficiently demonstrate how local audiences would be engaged or participate in the event.
Accessibility	The application demonstrates that the event will be accessible to the community.
Quality of application and project	The application and project are well presented.
Personnel	The application describes key personnel who have the necessary skills to deliver the project.
Funding Conditions	No
Assessment Panel Final Comment	The panel acknowledged the creative team involved and their professional approach. While the proposal provides a developmental opportunity for the artist involved, the City of Hobart would be the sole funder of a creative development opportunity that has limited public engagement, outcome or community benefit. This stage of the project may be more aligned with Arts Tasmania funding.

Attachment C: Assessment Panel Recommendations September 2019
– Creative Hobart Small Grants

Mr Mark Holmes

Application ID	CHS07092019
Project Title	Hobart Theatre Summer School
Brief Project Description	The Hobart Theatre Summer School program is an educational program for students aged 15 to 19 years of age. The main goal is to further engage students in the performing arts industry. The program brings together students from our southern public and private schools to offer an opportunity to be involved with a large scale production, working with theatre professionals and teachers from all around southern Tasmania.
Total Amount Requested	\$4000.00
Amount Recommended	\$0.00
Final Score	61.3%
Final Recommendation	Not Recommended
Alignment to Creative Hobart objectives	The application demonstrates how the project will contributed to the Creative Hobart objectives.
Community Participation and Engagement	The application demonstrates sufficient community participation and engagement.
Accessibility	The application demonstrates that the event will be accessible to the community.
Quality of application and project	The application and project are well presented.
Personnel	The application describes key personnel who have the necessary skills to deliver the project.
Funding Conditions	No
Assessment Panel Final Comment	The panel were supportive of the aims of the project and could see the potential of the project to strengthen pathways into creative careers and helps to build network for the participants. The assessment panel were of the view however that as the project has been running for a number of years the funds available within this round would be better allocated to projects that were new initiatives.

Attachment C: Assessment Panel Recommendations September 2019
– Creative Hobart Small Grants

inka gallery incorporated

Application ID	CHS06092019
Project Title	inka presents "HobArt"
Brief Project Description	How do you perceive your hometown of Hobart? Perhaps the majesty of the mountain or the expanse of the river views? Maybe the cityscape or the festival crowds come to mind. inka gallery inc presents "HobArt" an exhibition of art works from local Tasmanian artists expressing their visual interpretations of what Hobart means to them. Situated in the Salamanca Arts Centre, inka is an artist run gallery. Open 10am – 4pm Monday to Saturday.
Total Amount Requested	\$3488.00
Amount Recommended	\$0.00
Final Score	41.3%
Final Recommendation	Not Recommended
Amount Recommended	\$0.00
Alignment to Creative Hobart objectives	The application did not sufficiently demonstrate how the project will contributed to the Creative Hobart objectives.
Community Participation and Engagement	The application did not sufficiently demonstrate how local audiences would be engaged or participate in the event.
Accessibility	The application did not sufficiently demonstrate how the event would be accessible to the wider community.
Quality of application and project	The application and project are well presented.
Personnel	The application describes key personnel who have the necessary skills to deliver the project.
Funding Conditions	No
Funding Conditions Description	
Assessment Panel Final Comment	No new or innovative way to engage people proposed. Limited community participation opportunities beyond viewing artworks in a gallery. Limited concept for exhibition with an unclear marketing plan. The project does not demonstrate benefits to the community as an outcome of the project.

**Attachment D: Assessment Panel Recommendations September 2019
– Creative Hobart Medium Grants****2019 CITY OF HOBART CREATIVE HOBART
GRANT ASSESSMENT PANEL MEETING****AGENDA**

DATE: Thursday 31 August 2019
TIME: 9:45 am – 12:30pm
LOCATION: Hobart Town Hall

ASSESSORS:

Kimbra Parker

Manager Community and Culture, City of Hobart

Jane Castle

Cultural Programs Coordinator, Community and Cultural Programs, City of Hobart

Cathryn Kerr

Principal Advisor, City Place Making, City of Hobart

Kate Mackie

Special Projects and Industry Development Manager, Arts Tasmania

Mark Joseph (Convenor)

Community Activation and Grants Coordinator, City of Hobart

GRANT PROGRAM SUPPORT:

Aaron Jensen, Community Development Officer – Grants, City of Hobart

Sue Hayes, Cultural Development Coordinator, City of Hobart

APOLOGIES:

AGENDA ITEMS**Convenor's Welcome & Introductions****2019 Creative Hobart Small Grant Program**

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– Creative Hobart Medium Grants****Issues to be considered by panel members**

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Background Information provided on applicants

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- Current Aggregate Scores
- Discussion of each application
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Other Business**Meeting close**

**Attachment D: Assessment Panel Recommendations September 2019
– Creative Hobart Medium Grants**

September 2019

Creative Hobart Medium Grants

Assessment Criteria

1. Enhancement of a sense of place and identity in Hobart;
2. Nurture creative people together with each other and the community, gather and share knowledge;
3. Bring creative people together with each other and the community, gather and share knowledge;
4. Community benefit; and
5. Overall quality and capacity.

**Attachment D: Assessment Panel Recommendations September 2019
– Creative Hobart Medium Grants**

September 2019

Creative Hobart Medium Grants

Summary of Assessment Panel Recommendations

Total Request:	\$ 171,215
Budget Allocation	\$ 62,000
Total Recommended	\$ 62,000
Total Available:	\$ -
Applications Approved	5
Applications Assessed	14

Application	Project	Request	Recommended	Total
CHM04092019	LUME: Writing from the collection	\$ 14,750	\$ 14,750.00	85.6%
CHM15092019	ngayapi niyakara (Born to dream)	\$ 15,000	\$ 15,000.00	85.0%
CHM14092019	DRILL 2020 Program	\$ 15,000	\$ 12,250.00	84.0%
CHM10092019	Older than Language Artist Led Community Engagement Program	\$ 15,000	\$ 10,000.00	83.2%
CHM08092019	Glass House Arcadia: a Memorial to Tasmanian Plant Ecology	\$ 15,000	\$ 10,000.00	79.2%
CHM13092019	'Catching Your Breath' Community Engagement Project	\$ 7,550		74.0%
CHM05092019	7 Deadly Sins	\$ 13,500		71.2%
CHM17092019	Citizen Dancer	\$ 9,412		71.2%
CHM06092019	'HEAR US - Exploring youth voices on climate change'	\$ 9,851		64.0%
CHM18092019	Mapping Hobart	\$ 15,000		62.4%
CHM12092019	Wide Angle Screen Centre 2020 Film Programme	\$ 10,652		60.0%
CHM03092019	The Last Show on Earth	\$ 15,000		55.2%
CHM07092019	The Call of Aurora- Mawson in Antarctica	\$ 7,000		52.8%
CHM11092019	Art Installation - Waterworks Valley	\$ 8,500		52.0%
		\$ 171,215	\$ 62,000	

Attachment D: Assessment Panel Recommendations September 2019
– Creative Hobart Medium Grants
Maritime Museum of Tasmania

Project Title	LUME: Writing from the collection
Application ID	CHM04092019
Brief Project Description	'LUME' is a writer in residence program at the Maritime Museum of Tasmania. The program invites Tasmanian writers to respond to the Museum's collection through the development of an innovative writing project that engages the local community. Shared through a variety of associated public events such as public readings, storytelling, spoken word, workshops and talks the project shares stories that celebrate Tasmania's unique maritime heritage.
Total Amount Requested	\$14750.00
Total Allocated	\$14,750.00
Final Score	85.6%
Final Recommendation	Fully fund
Enhancing community identity	The application substantially demonstrates how the project will enhance community identity
Promotes creativity diversity or excellence	The application demonstrates how the project will significantly promote creativity, diversity and/or excellence.
Promotes connections	The application demonstrates how the project will significantly create connections between creative people and/or the community.
Community Participation and Engagement	The application demonstrates a high level of community engagement and participation.
Accessibility	The application demonstrates a high level of planning towards making the event highly accessible to the wider community.
Quality of application and project	The application and project are well organised and presented to a high standard.
Personnel	The application describes key project personnel who are of a high calibre.
Funding Conditions	No
Assessment Panel Final Comment	The project will enhance the writing sector and offer career development opportunities to two local writers. It enhances a sense of place, natural and built public spaces, engages the community and celebrates heritage. There is a clear project and marketing plan that involves a capable and experienced team.

Attachment D: Assessment Panel Recommendations September 2019
– Creative Hobart Medium Grants
CONSTANCE ARI

Project Title	ngayapi niyakara (Born to dream)
Application ID	CHM15092019
Brief Project Description	ngayapi niyakara (Born to dream) is a partnership between the Tasmanian Aboriginal Centre and CONSTANCE Artist Run Initiative that creates an opportunity for an emerging Aboriginal artist based in lutruwita (Tasmania) to present a new temporary artwork in an outdoor public space in nipaluna (Hobart). This project supports an emerging Aboriginal artist to develop their practice into working in public space.
Total Amount Requested	\$15000.00
Total Allocated	\$\$15,000.00
Final Score	85.0%
Final Recommendation	Fully fund
Part fund recommendation	
Enhancing community identity	The application substantially demonstrates how the project will enhance community identity
Promotes creativity diversity or excellence	The application demonstrates how the project will significantly promote creativity, diversity and/or excellence.
Promotes connections	The application demonstrates how the project will significantly create connections between creative people and/or the community.
Community Participation and Engagement	The application demonstrates a high level of community engagement and participation.
Accessibility	The application demonstrates a high level of planning towards making the event highly accessible to the wider community.
Quality of application and project	The application and project are well organised and presented to a high standard.
Personnel	The application describes key project personnel who are of a high calibre.
Funding Conditions	No
Funding Conditions Description	
Assessment Panel Final Comment	The project is based on an innovative collaboration and sets a bold direction. There are many ongoing and strong professional development opportunities for emerging practitioners as well as multiple public engagement opportunities though the utilization of non-traditional spaces for creative participation.

Attachment D: Assessment Panel Recommendations September 2019
– Creative Hobart Medium Grants
DRILL Performance Company Inc

Project Title	DRILL 2020 Program
Application ID	CHM14092019
Brief Project Description	DRILL draws together a diverse group of young people and pairs them with professional choreographers to collaboratively develop new works. For 'Leviathan,' DRILL will collaborate with The Tasmanian Youth Classical Ballet Company and Industrie Performing Arts, to create a large scale work in the new Hedberg Studio Theatre. 'By George' will be a site-specific autobiographical work performed in the Allport Museum, and the Choreographic Program will support emerging choreographers to create short site specific works.
Total Amount Requested	\$15000.00
Total Allocated	\$\$12,250.00
Final Score	84.0%
Final Recommendation	Part fund
Part fund recommendation	12,250.00
Enhancing community identity	The application substantially demonstrates how the project will enhance community identity
Promotes creativity diversity or excellence	The application demonstrates how the project will significantly promote creativity, diversity and/or excellence.
Promotes connections	The project will create connections between creative people and/or the community.
Community Participation and Engagement	The application demonstrates a high level of community engagement and participation.
Accessibility	The application demonstrates a high level of planning towards making the event highly accessible to the wider community.
Quality of application and project	The application and project are well organised and presented to a high standard.
Personnel	The application describes key project personnel who are of a high calibre.
Funding Conditions	No
Funding Conditions Description	
Assessment Panel Final Comment	Strong community engagement and development of local young practitioners working to a high standard from an innovative company. Good collaborative approach with a number of dance organisations and schools participating in the project with an innovative use of a non-traditional venue for public performance.

Attachment D: Assessment Panel Recommendations September 2019
– Creative Hobart Medium Grants
Salamanca Arts Centre

Project Title	Older than Language Artist Led Community Engagement Program
Application ID	CHM10092019
Brief Project Description	Older Than Language is a multi-artform exhibition that will inhabit Salamanca Art Centre in March/April 2020. This exhibition will seek to understand and convey experience of first- and second-generation migrants in Australia. This application is to support community activations which will accompany the exhibition. Artists will work with local migrant communities in Hobart to explore the often-uneasy relationship between old customs and traditions and new or adopted ways of being in the world.
Total Amount Requested	\$15000.00
Total Allocated	\$\$10,000.00
Final Score	83.2%
Final Recommendation	Part fund
Part fund recommendation	10,000.00
Enhancing community identity	The application demonstrates how the project will enhance community identity.
Promotes creativity diversity or excellence	The application demonstrates how the project will significantly promote creativity, diversity and/or excellence.
Promotes connections	The project will create connections between creative people and/or the community.
Community Participation and Engagement	The application demonstrates a high level of community engagement and participation.
Accessibility	The application demonstrates that the event will be accessible to the community.
Quality of application and project	The application and project are well organised and presented to a high standard.
Personnel	The application describes key project personnel who are of a high calibre.
Funding Conditions	No
Funding Conditions Description	
Assessment Panel Final Comment	The project provided evidence of good planning and delivery. Strong community participation and engagement with a very high standard of creative outcomes. There is evidence of involvement from other creative stakeholders and a number of funding sources already committed. There is the potential for rich and positive communal benefit with community participation across varied streams of engagement that will involve different cultural groups and age groups.

Attachment D: Assessment Panel Recommendations September 2019
– Creative Hobart Medium Grants
Dr Caroline Rannersberger

Project Title	Glass House Arcadia: a Memorial to Tasmanian Plant Ecology
Application ID	CHM08092019
Brief Project Description	Glass House Arcadia, to be located in Franklin Square, is a collaboration between Tasmanian based artist and project manager, Caroline Rannersberger, and New York based Australian musician, Sam Nester. The work, developed with a team of creatives, comprises an installation of plants endemic to Tasmania that generate 'music' in realtime with specialised sound technology, housed inside an illuminated glass house. Scheduled during Dark MOFO, the community can 'play the plants' and participate in improvisation performances.
Total Amount Requested	\$15000.00
Total Allocated	\$\$10,000.00
Final Score	79.2%
Final Recommendation	Part fund
Part fund recommendation	10,000.00
Enhancing community identity	The application substantially demonstrates how the project will enhance community identity
Promotes creativity diversity or excellence	The application demonstrates how the project will significantly promote creativity, diversity and/or excellence.
Promotes connections	The project will create connections between creative people and/or the community.
Community Participation and Engagement	The application demonstrates a high level of community engagement and participation.
Accessibility	The application demonstrates a high level of planning towards making the event highly accessible to the wider community.
Quality of application and project	The application and project are well organised and presented to a high standard.
Personnel	The application describes key project personnel who are of a high calibre.
Funding Conditions	Yes
Funding Conditions Description	CoH funding conditional on Australia Council funding.
Assessment Panel Final Comment	The project is for a high quality, original and creative artwork that combines elements of art and science and has the potential to attract a large and varied audience. The project is highly participatory and well planned project with high calibre creative personal. It uses City of Hobart public space in an inclusive and innovate way.

Attachment D: Assessment Panel Recommendations September 2019
– Creative Hobart Medium Grants
Mr Keith Dougall

Project Title	Short Video and Website Production for 'Catching Your Breath' Public Artwork Community Engagement Project
Application ID	CHM13092019
Brief Project Description	Patients, staff and visitors will be given the opportunity to 'donate' their breath into beautiful hand-blown clear glass bubbles as part of a community engagement project for an exciting public artwork entitled 'Catching Your Breath' in the new reception area at Royal Hobart Hospital. A documentary website will be created using photos and stories from each breath-donation, plus a short video produced of the making of the artwork featuring the stories of selected breath-donor participants.
Total Amount Requested	\$7550.00
Total Allocated	\$0.00
Final Score	74.0%
Final Recommendation	Not Recommended
Part fund recommendation	
Enhancing community identity	The application did not sufficiently demonstrate how the project will enhance community identity.
Promotes creativity diversity or excellence	The project will promote creativity, diversity and/or excellence.
Promotes connections	The application did not sufficiently demonstrate how the project would create connections between creative people and/or the community.
Community Participation and Engagement	The application did not sufficiently demonstrate how local audiences would be engaged or participate in the event.
Accessibility	The application demonstrates that the event will be accessible to the community.
Quality of application and project	The application and project are well presented.
Personnel	The application describes key personnel who have the necessary skills to deliver the project.
Funding Conditions	No
Funding Conditions Description	
Assessment Panel Final Comment	The assessment panel acknowledged that the project had the potential to promote the artwork to a wider audience and that while the artwork itself created an opportunity for community participation and engagement the aspect of this project that the application was for did not do this to any significant extent.

Attachment D: Assessment Panel Recommendations September 2019
– Creative Hobart Medium Grants
Mature Artists Dance Experience Inc (MADE)

Project Title	7 Deadly Sins
Application ID	CHM05092019
Brief Project Description	7 Deadly Sins, the latest work from MADE Inc, by world renowned choreographer Graeme Murphy in collaboration with sculptor Judith Wright and composer Christopher Gordon, is part installation part performance. The work explores human secrets and desires from wanting too much, to vindictive anger, broken hearts, lies and betrayals, told through dance, large scale sculptures and live music; audiences will be invited to wander the Long Gallery Hobart and question corruption, truth and absolutes.
Total Amount Requested	\$13,500.00
Total Allocated	\$0.00
Final Score	71.2%
Final Recommendation	Not Recommended
Part fund recommendation	
Enhancing community identity	The application demonstrates how the project will enhance community identity.
Promotes creativity diversity or excellence	The project will promote creativity, diversity and/or excellence.
Promotes connections	The project will create connections between creative people and/or the community.
Community Participation and Engagement	The application demonstrates sufficient community participation and engagement.
Accessibility	The application demonstrates that the event will be accessible to the community.
Quality of application and project	The application and project are well presented.
Personnel	The application describes key project personnel who are of a high calibre.
Funding Conditions	No
Funding Conditions Description	
Assessment Panel Final Comment	A strong project from a professional and highly regarded company with diverse funding streams. The project supports a number of Creative Hobart areas of focus. The project however occurs within only one venue so there are limited public engagement and activation opportunities. While the assessment panel regarded this highly there were insufficient funds to support it in this round.

Attachment D: Assessment Panel Recommendations September 2019
– Creative Hobart Medium Grants
Ms Felicity Bott

Project Title	Citizen Dancer
Application ID	CHM17092019
Brief Project Description	<p>Citizen Dancer is a public dance project that will vibrantly activate selected parts of the cityscape via dancing dynamically synchronised with streamed music accessed by general public using their own headphones.</p> <p>Proposed for in-festival application, the project combines a multi-generational core ensemble of 6 professional performers with community participants who have accessed, online and in workshops, the choreography being performed publicly - as citizens joining the dance. Suitable for festivals like The Taste of Tasmania.</p>
Total Amount Requested	\$9412.00
Total Allocated	\$0.00
Final Score	71.2%
Final Recommendation	Not Recommended
Part fund recommendation	
Enhancing community identity	The application did not sufficiently demonstrate how the project will enhance community identity.
Promotes creativity diversity or excellence	The project will promote creativity, diversity and/or excellence.
Promotes connections	The application did not sufficiently demonstrate how the project would create connections between creative people and/or the community.
Community Participation and Engagement	The application did not sufficiently demonstrate how local audiences would be engaged or participate in the event.
Accessibility	The application demonstrates that the event will be accessible to the community.
Quality of application and project	The application and project are well presented.
Personnel	The application describes key project personnel who are of a high calibre.
Funding Conditions	No
Assessment Panel Final Comment	While this is an interesting project that may have strong community engagement and activate spaces, the project needs to be further developed as the application is vague and light on details about how the community would engage with the dancers.

Attachment D: Assessment Panel Recommendations September 2019
– Creative Hobart Medium Grants
Hobart Playback Theatre

Project Title	'HEAR US - Exploring youth voices on climate change'
Application ID	CHM06092019
Brief Project Description	<p>Hobart Playback Theatre will hold a series of four free performances and two workshops in the Hobart municipality in 2020 that will explore and draw out youth voices around climate change.</p> <p>We want to provide an opportunity for young people to express their experiences, personal stories and feelings that may be of despair but also hope and see them re-enacted spontaneously. This form of theatre builds connection and creativity that can create resilience and empowerment.</p>
Total Amount Requested	\$9851.00
Total Allocated	\$0.00
Final Score	64.0%
Final Recommendation	Not Recommended
Part fund recommendation	
Enhancing community identity	The application demonstrates how the project will enhance community identity.
Promotes creativity diversity or excellence	The application did not sufficiently demonstrate how the project would promote creativity, diversity and/or excellence.
Promotes connections	The project will create connections between creative people and/or the community.
Community Participation and Engagement	The application demonstrates sufficient community participation and engagement.
Accessibility	The application demonstrates that the event will be accessible to the community.
Quality of application and project	The application and project are well presented.
Personnel	The application describes key personnel who have the necessary skills to deliver the project.
Funding Conditions	No
Funding Conditions Description	
Assessment Panel Final Comment	A project that engages young people in a creative exploration of topical issues, this project may be better aligned with the City's Urban Sustainability grants stream. The applicant has been funded for similar projects previously and this iteration does not extend or expand on the creative process in any significant way. While the project was well received by the assessment panel there were insufficient funds to support the project in this round.

Attachment D: Assessment Panel Recommendations September 2019
– Creative Hobart Medium Grants
Peita Blythe

Project Title	Mapping Hobart
Application ID	CHM18092019
Brief Project Description	<p>Mapping Hobart is a narrative map project, which celebrates the vibrant and passionate creative community of Hobart. The map will be translated into a large-scale map mural, a digital and printed resource and way finding tool for the local community.</p> <p>The map will visualise the insights, stories and findings uncovered from The20 engagement process through the layering of illustrated buildings, landmarks, symbolic icons, typography and portraits of local creatives.</p>
Total Amount Requested	\$15000.00
Total Allocated	\$0.00
Final Score	62.4%
Final Recommendation	Not Recommended
Part fund recommendation	
Enhancing community identity	The application demonstrates how the project will enhance community identity.
Promotes creativity diversity or excellence	The application did not sufficiently demonstrate how the project would promote creativity, diversity and/or excellence.
Promotes connections	The application did not sufficiently demonstrate how the project would create connections between creative people and/or the community.
Community Participation and Engagement	The application did not sufficiently demonstrate how local audiences would be engaged or participate in the event.
Accessibility	The application demonstrates that the event will be accessible to the community.
Quality of application and project	The application and project are well presented.
Personnel	The application describes key project personnel who are of a high calibre.
Funding Conditions	No
Funding Conditions Description	
Assessment Panel Final Comment	While the project has merit there is a lack of detail as to where it will be painted and who has responsibility for its maintenance. There is no other funding being contributed to the project and a lack of detail or strategic partnerships or inclusion of local artists included.

Attachment D: Assessment Panel Recommendations September 2019
– Creative Hobart Medium Grants
Wide Angle Tasmania Inc.

Project Title	Wide Angle Screen Centre 2020 Film Programme
Application ID	CHM12092019
Brief Project Description	<p>In 2020, 28 free feature length films will screen at the Wide Angle Screen Centre in South Hobart. The programme will be curated for and marketed to three distinct audiences;</p> <ul style="list-style-type: none"> • SilverScreen (weekday afternoon screenings for over 50s), • iGen Cinema (school holiday films for primary aged children and their carers) • Bring Your Baby (weekday morning screenings for parents of babies) <p>Audiences will be invited to become creators by recording their story in the Confessional Booth.</p>
Total Amount Requested	\$10652.00
Total Allocated	\$0.00
Final Score	60.0%
Final Recommendation	Not Recommended
Part fund recommendation	
Enhancing community identity	The application did not sufficiently demonstrate how the project will enhance community identity.
Promotes creativity diversity or excellence	The application did not sufficiently demonstrate how the project would promote creativity, diversity and/or excellence.
Promotes connections	The project will create connections between creative people and/or the community.
Community Participation and Engagement	The application did not sufficiently demonstrate how local audiences would be engaged or participate in the event.
Accessibility	The application demonstrates that the event will be accessible to the community.
Quality of application and project	The application and project are well presented.
Personnel	The application describes key personnel who have the necessary skills to deliver the project.
Funding Conditions	No
Assessment Panel Final Comment	The assessment panel recognized that the project has the potential to bring community together to create positive social outcomes however the project does not adequately support creative excellence or development of creative community participation or benefits.

Attachment D: Assessment Panel Recommendations September 2019
– Creative Hobart Medium Grants
Rosanne Grayson

Project Title	The Last Show on Earth
Application ID	CHM03092019
Brief Project Description	TLSOE is an interdisciplinary theatre production set in a dystopian, post-apocalyptic world and explores the unravelling of the last people experiencing a cataclysmic event. Parallel universes collide between stage/film/music. Past present and future exist simultaneously in strange dream worlds. TLSOE is a window into how humanity's collective acts of brutality are leading to the mass extinction of all living beings; but the heart is Eternalism – a non-linear concept of time, making sense of impending catastrophes.
Total Amount Requested	\$15000.00
Total Allocated	\$0.00
Final Score	55.2%
Final Recommendation	Not Recommended
Part fund recommendation	
Enhancing community identity	The application did not sufficiently demonstrate how the project will enhance community identity.
Promotes creativity diversity or excellence	The application did not sufficiently demonstrate how the project would promote creativity, diversity and/or excellence.
Promotes connections	The project will create connections between creative people and/or the community.
Community Participation and Engagement	The application did not sufficiently demonstrate how local audiences would be engaged or participate in the event.
Accessibility	The application did not sufficiently demonstrate how the event would be accessible to the wider community.
Quality of application and project	The application and project are not well presented, there being a lack of sufficient planning and detail.
Personnel	The application describes key personnel who have the necessary skills to deliver the project.
Funding Conditions	No
Funding Conditions Description	
Assessment Panel Final Comment	While the project provides a level of creative and professional development for the participants there appears to be little community engagement, participation or benefit, apart from a public reading. The project time frame and budget appears to be optimistic. This stage of the project may be more aligned to other grant opportunities such as Arts Tasmania.

Attachment D: Assessment Panel Recommendations September 2019
– Creative Hobart Medium Grants
Mr Joe Bugden

Project Title	The Call of Aurora- Mawson in Antarctica
Application ID	CHM07092019
Brief Project Description	<p>Set in Antarctica, The Call of Aurora, a chamber opera by Joe Bugden, tells of Douglas Mawson's 1911 - 1914 expedition to investigate why humans push beyond the bounds of safety & survival.</p> <p>As part of the 2020 Australian Antarctic Festival program in Hobart, The Call of Aurora also asks how we remember our heroes & victors, how history discards or silences those that threaten its autonomy, & how we reconcile the contradictions in what we accept as truth.</p>
Total Amount Requested	\$7000.00
Total Allocated	\$0.00
Final Score	52.8%
Final Recommendation	Not Recommended
Part fund recommendation	
Enhancing community identity	The application demonstrates how the project will enhance community identity.
Promotes creativity diversity or excellence	The application did not sufficiently demonstrate how the project would promote creativity, diversity and/or excellence.
Promotes connections	The application did not sufficiently demonstrate how the project would create connections between creative people and/or the community.
Community Participation and Engagement	The application did not sufficiently demonstrate how local audiences would be engaged or participate in the event.
Accessibility	The application did not sufficiently demonstrate how the event would be accessible to the wider community.
Quality of application and project	The application and project are well presented.
Personnel	The application describes key personnel who have the necessary skills to deliver the project.
Funding Conditions	No
Funding Conditions Description	
Assessment Panel Final Comment	While the project highlights an interesting aspect of Hobart's history the application is for a performance only with no creative development, community engagement or participation. The performance is part of Antarctic Festival, which is already receiving grant funds from CoH and will likely proceed without CoH funding and is a ticketed event with minimal public access.

Attachment D: Assessment Panel Recommendations September 2019
– Creative Hobart Medium Grants
Waterworks Valley landcare Group

Project Title	Art Installation - Waterworks Valley
Application ID	CHM11092019
Brief Project Description	<p>A durable art installation to be installed within a small historic quarry that sits alongside the Pipeline Track, below Waterworks Reserve.</p> <p>In concert with Hobart City's Bushcare unit, the Fantail Quarry is currently being enhanced with bird attracting vegetation plantings, seating and interpretation signage as part of our community's agreed landcare program.</p> <p>We believe the art installation will be a striking addition to the Fantail project and will help to draw passers-by into the site.</p>
Total Amount Requested	\$8500.00
Total Allocated	\$0.00
Final Score	52.0%
Final Recommendation	Not Recommended
Part fund recommendation	
Enhancing community identity	The application demonstrates how the project will enhance community identity.
Promotes creativity diversity or excellence	The application did not sufficiently demonstrate how the project would promote creativity, diversity and/or excellence.
Promotes connections	The application did not sufficiently demonstrate how the project would create connections between creative people and/or the community.
Community Participation and Engagement	The application did not sufficiently demonstrate how local audiences would be engaged or participate in the event.
Accessibility	The application demonstrates that the event will be accessible to the community.
Quality of application and project	The application and project are not well presented, there being a lack of sufficient planning and detail.
Personnel	The application describes key personnel who have limited experience in delivering this type of project.
Funding Conditions	No
Assessment Panel Final Comment	<p>The proposal had limited detail on form of artwork and limited participation opportunities or wide community benefit. The project did not demonstrate a viable plan or expertise in the area of public art management.</p> <p>The project did not have a strong alignment with CoH Creative Hobart strategy to be successful. The applicant may benefit from partnership with an arts-based entity to develop this concept further for future applications.</p>

**Attachment E: Assessment Panel Recommendations September 2019
Event Grants****2019 CITY OF HOBART
EVENTS GRANT ASSESSMENT PANEL MEETING
AGENDA**

DATE: Friday 1 November 2019
TIME: 9:45 am – 12:30 pm
LOCATION: Hobart Town Hall

ASSESSORS:**Iris Goetzki**

Manager, Activation Programs and Tourism, City of Hobart

Philip Holliday

Executive Manager, City Place Making, City of Hobart

Paul Stephanus

General Manager, Wooden Boat Festival

Krystal James

Manager, Trade & Strategic Alliances, Business Events Tasmania

Mark Joseph (Convenor)

Community Activation and Grants Coordinator, City of Hobart

GRANT PROGRAM SUPPORT:

Aaron Jensen, Community Development Officer – Grants, City of Hobart

Skye Targett, Community Events Production Coordinator, City of Hobart

APOLOGIES:

AGENDA ITEMS**Convenor's Welcome & Introductions****2019 Events Grant Program**

- Total annual Budget : \$ 190,000
- Available funds : \$ 95,000
- Total Request : \$ 119,116
- Number of Applications: 8

Issues to be considered by panel members

- Confidentiality
- Panellists can re-score initial applications based on the discussion at this meeting. Any re-scoring must be based on the merits of the application submitted, rather than on comparing one application to another.
- Guidelines - the Guidelines are available at the meeting for reference.

**Attachment E: Assessment Panel Recommendations September 2019
Event Grants**

- Questions - any questions from panellists?

Declaration of Conflicts of Interest

- For any application or other reasons

Background Information provided on applicants

- Discussion on any relevant information regarding applications

Assessment of Applications

- Current Aggregate Scores
- Discussion of each application
- Rescoring submitted by individual assessors (if necessary)
- Summary of final scores
- Summary of Panel feedback to each applicant
- Allocation of grant amounts to each successful applicant based on available funds
- Summary of recommendations to be made to Council

Discussion: Grants process and feedback from Assessors

- Feedback from assessors on assessment process including guidelines, application form and assessment form
- Key dates for Grant approvals:

Monday 11 November	Report Due
Wednesday 20 November	General Manager sign off
Monday 25 November	Applicants advised of outcomes

Other Business**Meeting close**

**Attachment E: Assessment Panel Recommendations September 2019
Event Grants**

September 2019

Event Grants

Assessment Criteria

1. Enhance the cultural life of Hobart, involve local communities and encourage people into the City of Hobart area;
2. Produce innovative, high quality and creative outcomes, enhancing the City of Hobart image as a vibrant place to live, work and visit;
3. Opportunities for participants to build social connections and networks;
4. Accessible to the community; and
5. Overall quality and capacity.

**Attachment E: Assessment Panel Recommendations September 2019
Event Grants**

September 2019

Event Grants

Summary of Assessment Panel Recommendations

Total Request:	\$ 119,116
Budget Allocation	\$ 95,000
Total Recommended	\$ 76,226
Total Available:	\$ 18,774
Applications Recommended	7
Applications Assessed	8

Application	Project	Request	Recommended	Total
EM03092019	Hobart BOFA 2020	\$20,000	\$ 20,000.00	78.4%
EM06092019	Jazzamanca 2020	\$14,380	\$ 14,380.00	76.8%
EM01092019	2020 Lunar New Year Festival	\$19,960	\$ 18,000.00	76.0%
EM10092019	Tasmania Chinese Lantern Festival 2020	\$15,000	\$ 13,000.00	69.6%
EM08092019	Make Music Day	\$1,946	\$ 1,946.00	68.0%
EM04092019	Wellness Expo 2020	\$7,830	\$ 5,000.00	66.4%
EM11092019	Thaippongai - Tamil Heritage Festival	\$20,000	\$ 3,900.00	56.8%
EM09092019	St David's meets St Valentine	\$20,000		40.0%
		\$119,116	\$ 76,226	

Attachment E: Assessment Panel Recommendations September 2019 Event Grants

BOFA Ltd, t/a The Tasmanian Breath of Fresh Air Film Festival

Project Title	Hobart BOFA 2020
Application ID	EM03092019
Brief Project Description	<p>Tasmanian Breath of Fresh Air Film Festival (BOFA) is the state's official film festival. The inaugural 2019 Hobart BOFA will, in 2020, expand x 3 to match Launceston BOFA's 30 festival screenings, and 6 Fringe screenings, PLUS</p> <p>Tasmanian Short Film competition with Awards event (Hobart only), a major short film-making masterclass (Hobart only), one-day Climate Emergency Action conference with film and expert speakers, > 50% of screenings with film-maker/expert Q & As, and two red carpet events.</p>
Total Amount Requested	\$20,000.00
Final Recommendation	Fully Fund
Total Allocated	\$20,000.00
Final Score	78.4%
Community benefit	The application demonstrates how the event will enhance community identity.
Enhancing cultural life	The application demonstrates how the event would enhance Hobart's cultural life.
Economic Benefit	The application demonstrates how the event will have significant economic benefit to Hobart.
Community Participation and Engagement	The application demonstrates how the event will provide community participation and engagement.
Accessibility	The application demonstrates planning towards making the event accessible to the wider community.
Quality of application and project	The application and project is well organised and presented at a high standard.
Personnel	The application describes key project personnel who are of a high calibre.
Assessment Panel Final Comment	<p>This is a new event for Hobart that has the potential to grow. The application is from a strong production team with a good track record, with a proven presence in Hobart. It encourages local communities into the City of Hobart area and is likely to drive intrastate and interstate visitation including during shoulder seasons.</p> <p>The event is likely to produce innovative, high quality, creative festival and event outcomes and encourages participation.</p> <p>It has the potential to enhance the image of the City as a vibrant place to live, work and visit and may deliver measurable economic outcomes. It is likely to have high media/promotional yield outcomes.</p> <p>The budget is realistic with an appropriate amount allocated to promotion and proportional funding achieved already through Events Tas and a naming sponsor.</p> <p>The activation in Elizabeth Mall and the red carpet events activate the city outside of the cinema in a marginal way.</p>

Attachment E: Assessment Panel Recommendations September 2019 Event Grants

Salamanca Arts Centre

Project Title	Jazzamanca 2020
Application ID	EM06092019
Brief Project Description	Jazzamanca is both a celebration and an exposition of some of the best local and visiting jazz music performers, brought to audiences who appreciate what quality jazz is about. Through a weekend program of day and evening ticketed and free performances and other jazz events, Salamanca Arts Centre will be brimming with the sounds of improvised jazz music, fusion, discussions on the history and roots of jazz, documentary films on our Jazz icons, and more.
Total Amount Requested	\$14,380.00
Final Recommendation	Fully Fund
Total Allocated	\$14,380.00
Final Score	76.8%
Community benefit	The application demonstrates how the event will enhance community identity to a high level
Enhancing cultural life	The application demonstrates how the event would enhance Hobart's cultural life to a high level.
Economic Benefit	The application demonstrates the event will achieve some economic benefit to Hobart.
Community Participation and Engagement	The application demonstrates how the event will provide community participation and engagement.
Accessibility	The application demonstrates planning towards making the event accessible to the wider community.
Quality of application and project	The application and project is well organised and presented at a high standard.
Personnel	The application describes key project personnel who are of a high calibre.
Assessment Panel Final Comment	<p>The project has the potential to be a quality jazz festival that may attract visitation to Hobart in the immediate term if quality can be sustained, Potential for this event to become a staple on annual events calendar.</p> <p>The budget request is proportionally reasonable when compared to the entire budget (although it is ticketed).</p>

Attachment E: Assessment Panel Recommendations September 2019 Event Grants

Chinese Community Association of Tasmania

Project Title	2020 Lunar New Year Festival
Application ID	EM01092019
Brief Project Description	<p>The 2020 Lunar New Year Festival, in its eighth year, will be celebrating the Year of the Rat.</p> <p>The festival focuses on Asian entertainment, food, cultural performances and fun for the young family.</p> <p>The event runs from 10.00am to 4.00pm on Parliament House Lawns. There will be four themed zones: Food, Entertainment, Kids and Cultural. Entry is free.</p> <p>Our objective is to be THE major Asian celebration in Tasmania.</p>
Total Amount Requested	\$19,960.00
Final Recommendation	Part Fund
Total Allocated	\$18,000.00
Final Score	76%
Community benefit	The application demonstrates how the event will enhance community identity.
Enhancing cultural life	The application demonstrates how the event would enhance Hobart's cultural life to a high level.
Economic Benefit	The application demonstrates the event will achieve some economic benefit to Hobart.
Community Participation and Engagement	The application demonstrates how the event will provide a high level of community engagement and participation.
Accessibility	The application demonstrates high level planning towards making the event highly accessible to the wider community.
Quality of application and project	The application and project is well presented.
Personnel	The application describe key personnel who have the necessary skills to deliver the project.
Assessment Panel Final Comment	<p>A well run and well supported community event that celebrates and enhances the cultural life of Hobart and acknowledge and celebrate its cultural diversity. The celebration reaches out broadly to a range of cultures and communities that celebrate Lunar New Year. The event benefits from 8 years of experience, resulting in a strong budget, a clear allocation of duties leading up to the event, and a comprehensive marketing strategy.</p> <p>There is a significant inclusion of community groups and thought has been given to making the program accessible both in physical terms on the site, and through outreach efforts to neighbouring population centres.</p> <p>Seeking support from local Chinese businesses and community as well as including income from participating vendors in the event budget strongly recommended for future years.</p>

Attachment E: Assessment Panel Recommendations September 2019 Event Grants

Australian Fujian Association Tasmania

Project Title	Tasmania Chinese Lantern Festival 2020
Application ID	EM10092019
Brief Project Description	Tasmania Chinese Lantern Festival is one of the most influential and multicultural events organised in Hobart by a voluntary group of community leaders, which commenced in 2014. It is the farewell to the end of the Chinese Lunar New Year, and includes a variety of performances by different cultural groups.
Total Amount Requested	\$15,000.00
Final Recommendation	Part Fund
Total Allocated	\$13,000.00
Final Score	69.6%
Community benefit	The application demonstrates how the event will enhance community identity.
Enhancing cultural life	The application demonstrates how the event would enhance Hobart's cultural life to a high level.
Economic Benefit	The application fails to demonstrate how the event would provide significant economic benefit to Hobart.
Community Participation and Engagement	The application demonstrates how the event will provide community participation and engagement.
Accessibility	The application demonstrates planning towards making the event accessible to the wider community.
Quality of application and project	The application and project is well presented.
Personnel	The application describes key project personnel who are of a high calibre.
Assessment Panel Final Comment	<p>This event brings a number of community associations together for an event that is free of charge. Good attendance numbers and track record for delivery in previous years.</p> <p>There is a lack of clarity on partnerships and sponsorship for 2020. The panel raised concerns regarding the proportion of CoH funding for this event and would prefer other contributors to help lessen the CoH proportion.</p> <p>Recommend partial funding and discussion with applicant about acknowledgement of Council contribution commensurate with amount provided.</p>

Attachment E: Assessment Panel Recommendations September 2019 Event Grants

Oh la la & co Inc.

Project Title	Make Music Day
Application ID	EM08092019
Brief Project Description	Make music day is a music festival held in public places on the first day of summer, each year in France. It is unique in its kind in that anyone is welcome to jump on stage and play: children, adults, amateurs, professionals join in to celebrate music and the power it has of bringing communities together. Growing in popularity it is now held in more than 800 cities in 120 countries, including Australia.
Total Amount Requested	\$1,946.00
Final Recommendation	Fully Fund
Total Allocated	\$1,946.00
Final Score	68%
Community benefit	The application demonstrates how the event will enhance community identity.
Enhancing cultural life	The application demonstrates how the event would enhance Hobart's cultural life.
Economic Benefit	The application fails to demonstrate how the event would provide significant economic benefit to Hobart.
Community Participation and Engagement	The application demonstrates how the event will provide community participation and engagement.
Accessibility	The application demonstrates planning towards making the event accessible to the wider community.
Quality of application and project	The application and project is well presented.
Personnel	The application describe key personnel who have the necessary skills to deliver the project.
Assessment Panel Final Comment	<p>The event is highly participatory in nature, providing a platform for creative outcomes. It is a creative, interesting idea being held in an underutilized venue that is accessible to visitors and residents within Hobart.</p> <p>A small request from Council, however income from food sales is not included in budget. Worth discussing sponsorship and ongoing sustainability with applicant.</p>

Attachment E: Assessment Panel Recommendations September 2019 Event Grants

West Moonah Community House Inc.

Project Title	Wellness Expo 2020
Application ID	EM04092019
Brief Project Description	<p>West Moonah Community House and Rotary Tasmania are hosting their seventh annual Wellness Expo in February 2020 at Princes Wharf. This vibrant event draws together approximately 100 local businesses and organisations who contribute to the health and wellbeing of our community.</p> <p>This event is FREE and accessible to the public and provides information on services available and enables stallholders to network and build valuable relationships for support and inter-organisational referrals.</p>
Total Amount Requested	\$7,830.00
Final Recommendation	Part Fund
Total Allocated	\$5,000.00
Final Score	66.4%
Community benefit	The application demonstrates how the event will enhance community identity.
Enhancing cultural life	The application does not demonstrate how the event would enhance Hobart's cultural life.
Economic Benefit	The application fails to demonstrate how the event would provide significant economic benefit to Hobart.
Community Participation and Engagement	The application demonstrates how the event will provide a high level of community engagement and participation.
Accessibility	The application demonstrates high level planning towards making the event highly accessible to the wider community.
Quality of application and project	The application and project are not well presented, there being a lack of sufficient planning and detail.
Personnel	The application describe key personnel who have the necessary skills to deliver the project.
Assessment Panel Final Comment	While the assessment panel were supportive of this free and large community event that has been well established after a number of years there was a unanimous view that the event is not maximizing stallholder contributions. There was a lack of detail in the budget and the communications and marketing plan and budget did not seem realistic or sufficient.

Attachment E: Assessment Panel Recommendations September 2019 Event Grants

Tamil Association of Tasmania Inc

Project Title	Thaippongal - Tamil Heritage Festival
Application ID	EM11092019
Brief Project Description	<p>'Thaippongal' is an ancient Tamil heritage festival celebrated by Tamils over thousands of years. It is celebrated to convey appreciation to the sun, cattle and nature for a successful harvest and prosperity, to encourage earth harmony living, and to ensure cohesion within the society.</p> <p>Our Tamil Association of Tasmania is planning to celebrate this festival as way to promote traditional and modern art forms, creativity, harmonious integration of societies, and sustainable living.</p>
Total Amount Requested	\$20,000.00
Final Recommendation	Part Fund
Total Allocated	\$3,900.00
Final Score	56.8%
Community benefit	The application demonstrates how the event will enhance community identity.
Enhancing cultural life	The application demonstrates how the event would enhance Hobart's cultural life.
Economic Benefit	The application fails to demonstrate how the event would provide significant economic benefit to Hobart.
Community Participation and Engagement	The application demonstrates how the event will provide community participation and engagement.
Accessibility	The application demonstrates planning towards making the event accessible to the wider community.
Quality of application and project	The application and project are not well presented, there being a lack of sufficient planning and detail.
Personnel	The application describe key personnel who have the necessary skills to deliver the project.
Assessment Panel Final Comment	<p>The event has strong involvement of local communities, organisations and individuals and has the potential to enhance the image of the City as a vibrant place to live, work and visit.</p> <p>The event will appeal to and be promoted within local communities and is unlikely to deliver measurable economic and media/promotional yield outcomes or drive intrastate, interstate and international visitation including during shoulder and low visitation season.</p> <p>Recommend partial funding as the requested amount does not provide value for money and propose that the organizers consider ongoing sustainability and seek sponsorship and other funding support for future event</p>

Attachment E: Assessment Panel Recommendations September 2019 Event Grants

RHH Research Foundation

Project Title	St David's meets St Valentine
Application ID	EM09092019
Brief Project Description	The RHHRF raises funds for medical research, focusing particularly on the work of clinicians in Hobart. We exercise a range of strategies to raise funds and have a history of successful events. The White Dinner, to be held in St David's Park on Valentine's Day, is proposed as an innovative way to connect with the community in getting outside and active, celebrating health and wellbeing, generating funds that will be 100% invested in medical research.
Total Amount Requested	\$20,000.00
Final Recommendation	No Recommended
Total Allocated	\$0.00
Final Score	40%
Community benefit	The application fails to demonstrate how the event will enhance community identity.
Enhancing cultural life	The application demonstrates how the event would enhance Hobart's cultural life.
Economic Benefit	The application fails to demonstrate how the event would provide significant economic benefit to Hobart.
Community Participation and Engagement	The application does not demonstrate how local audiences would be encouraged to engage and participate.
Accessibility	The application does not demonstrate how the event would be accessible to the wider community.
Quality of application and project	The application and project is well organised and presented at a high standard.
Personnel	The application describes key project personnel who are of a high calibre.
Assessment Panel Final Comment	While the assessment panel thought that the event was interesting the high ticket price and low attendance means it is an exclusive event. The event is unlikely to deliver measurable economic outcomes to the city however it is likely to have a strong media and promotional impact. The event is unlikely to drive intrastate, interstate and international visitation. The event is a fund raiser for specific projects, the panel questioned why the applicant is contributing \$25,000 cash in order to raise the same amount.

**Attachment F: Assessment Panel Recommendations September 2019
Shopfront Improvement Grant****2019 CITY OF HOBART
SHOPFRONT IMPROVEMENTS GRANT
ASSESSMENT PANEL MEETING
AGENDA**

DATE: Friday 1 November 2019
TIME: 1:15 pm – 4:00 pm
LOCATION: Hobart Town Hall

ASSESSORS:**Trish Stagg**

Senior Advisor City Marketing and Sponsorship, City of Hobart

Brendan Lennard

Senior Cultural Heritage Officer, City of Hobart

Sarah Bendeich

Senior Advisor, City Place Making, City of Hobart

Alex Heroys

CEO, Destination Southern Tasmania

Mark Joseph (Convenor)

Community Activation and Grants Coordinator, City of Hobart

GRANT PROGRAM SUPPORT:

Aaron Jensen, Community Development Officer – Grants, City of Hobart

Sam Skillern, Marketing & Business Engagement Officer, City of Hobart

APOLOGIES:

AGENDA ITEMS**Convenor's Welcome & Introductions****2019 Shopfront Improvements Grant Program**

- Total annual Budget : \$ 24,000
- Available funds : \$ 12,000
- Total Request : \$ 15,309
- Number of Applications: 4

Issues to be considered by panel members

- Confidentiality
- Panellists can re-score initial applications based on the discussion at this meeting.
Any re-scoring must be based on the merits of the application submitted, rather than on comparing one application to another.

**Attachment F: Assessment Panel Recommendations September 2019
Shopfront Improvement Grant**

- Guidelines - the Guidelines are available at the meeting for reference.
- Questions - any questions from panellists?

Declaration of Conflicts of Interest

- For any application or other reasons

Background Information provided on applicants

- Discussion on any relevant information regarding applications

Assessment of Applications

- Current Aggregate Scores
- Discussion of each application
- Rescoring submitted by individual assessors (if necessary)
- Summary of final scores
- Summary of Panel feedback to each applicant
- Allocation of grant amounts to each successful applicant based on available funds
- Summary of recommendations to be made to Council

Discussion: Grants process and feedback from Assessors

- Feedback from assessors on assessment process including guidelines, application form and assessment form
- Key dates for Grant approvals:

Monday 11 November	Report Due
Wednesday 20 November	General Manager sign off
Monday 25 November	Applicants advised of outcomes

Other Business**Meeting close**

Attachment F: Assessment Panel Recommendations September 2019
Shopfront Improvement Grant
September 2019
Shopfront Improvement Grants

Assessment Criteria

1. Professional project planning in accordance with planning and heritage requirements of the City of Hobart;
2. Demonstrate benefits to the business and streetscape; and
3. Deliverable and reasonable project for the work proposed, including a budget including a minimum dollar for dollar match in the funding request.

**Attachment F: Assessment Panel Recommendations September 2019
Shopfront Improvement Grant**

September 2019

Shopfront Improvement Grants

Summary of Assessment Panel Recommendations

Total Request	\$ 15,309
Budget Allocation	\$ 12,000
Total Recommended	\$ 5,309
Total Available	\$ 6,691
Applications Approved	2
Applications Assessed	4

Applicant	Request	Recommendation	Rating
1+2 Architecture	\$ 3,775	\$ 3,775.00	79.20%
Red Parka Pty Ltd Average	\$ 1,534	\$ 1,534.00	76.40%
Medhurst Equipment	\$ 5,000		62.00%
South Hobart Pharmacy Average	\$ 5,000		43.60%
	\$ 15,309	\$ 5,309	

Attachment F: Assessment Panel Recommendations September 2019
Shopfront Improvement Grant
1+2 Architecture

Project Title	Office Street Address Improvement
Application ID	SIG11092019
Brief Project Description	The proposed works entails the careful stripping of more recent paint work from the brickwork facade. It is intended to reveal the story of the building's previous uses through the revealing of the layers of painted sign writing that exist behind the current top layers of acrylic paint. By doing this, a more unified and appealing façade will be created which will be consistent with the buildings newly restored interior.
Total Amount Requested	\$3,775.00
Total Allocated	\$3,775.00
Final Score	79.20%
Panel recommendation	Fully Fund
Funding Conditions	None
Funded Amount Recommended	3,775.00
Project Planning	The application demonstrates a high level of project planning
Benefits to business and street	The application demonstrates benefits
project deliverable and reasonable	The application strongly demonstrates that it is deliverable
Assessment Panel Final Comment	An interesting project to preserve and enhance the historical value of this building. Very thorough plans and costings. It is unclear of the final impact of the works on the streetscape but this is a well-planned out project of significant interest. Exposure of the historical signwriting and brick facade, done well, will be an intriguing and valuable addition to the heritage nature of the building and streetscape. Equal contribution from applicant.

Attachment F: Assessment Panel Recommendations September 2019
Shopfront Improvement Grant
Red Parka Pty Ltd

Project Title	Red Parka Shopfront Improvement
Application ID	SIG05092019
Brief Project Description	In the four years since Red Parka moved to Criterion Street, the store has become an institution among tourists and locals alike. This project will update the outside signage to reflect the quirky, artistic product range that attracts shoppers looking for a gift with a difference. The previous tenant's fascia signage will be replaced with new panels. The under-awning sign will be replaced, and a decorative and informational window decal installed beside the door.
Total Amount Requested	\$1,534.00
Funded Amount Recommended	\$1,534.00
Final Score	76.4%
Panel recommendation	Fully Fund
Funding Conditions	None
Project Planning	The application demonstrates an adequate level of project planning
Benefits to business and street	The application demonstrates high level benefits
Project deliverable and reasonable	The application strongly demonstrates that it is deliverable
Assessment Panel Final Comment	A well organised and detailed proposal. The proposed project will improve customer awareness. The design of the under awning sign and use of the bold colour on the street facing awning edge will lift the appearance of the shopfront and make it appear more distinctive and fresh, in keeping with streetscape.

Attachment F: Assessment Panel Recommendations September 2019
Shopfront Improvement Grant
Medhurst Equipment

Project Title	Shopfront Improvement
Application ID	SIG08092019
Brief Project Description	<p>The existing shopfront looks very chaotic. There are several types of cladding, including bricks, and timber and metal panels. There are two awnings over the front doors. The front doors are set back from the surrounding buildings. There is a structure built to one side of the front doors.</p> <p>We propose to simplify the shopfront by removing both the awnings and structure at the front and cladding the shopfront in one material.</p>
Total Amount Requested	\$5000
Funded Amount Recommended	\$0.00
Final Score	62.00%
Panel recommendation	Not Fund
Funding Conditions	None
Project Planning	The application did not demonstrate adequate project planning
Benefits to business and street	The application demonstrates benefits
project deliverable and reasonable	The application does not demonstrate that it is deliverable
Assessment Panel Final Comment	The panel were generally supportive of the proposal and could see the benefits to the business, however the required clarity, certainty and detail for the project plan and budget were not provided by the applicant.

Attachment F: Assessment Panel Recommendations September 2019
Shopfront Improvement Grant
South Hobart Pharmacy

Project Title	Shopfront Improvement
Application ID	SIG06092019
Brief Project Description	I would like to put up new signage on the front awning. I have recently put on a new electric sliding door to allow better disability and pram access and would like to have the front windows cleaned and patched. Have the external window frames cleaned and painted after the street-works on Macquarie and Elboden street corner.
Total Amount Requested	\$5000
Funded Amount Recommended	\$0.00
Final Score	43.6%
Panel recommendation	Not Funded
Funding Conditions	None
Project Planning	The application did not demonstrate adequate project planning
Benefits to business and street	The application does not demonstrates adequate benefits
project deliverable and reasonable	The application demonstrates that it is deliverable
Assessment Panel Final Comment	The panel considered that the proposal did not significantly improve the shopfront to justify funding. The quotations supplied did not give the panel sufficient information of costs and usage. There was insufficient indication of the final outcome provided by the applicant. Funding would perhaps be better allocated towards repairing and rejuvenating the original windows and tile work.

**Attachment G: Assessment Panel Recommendations September 2019
Urban Sustainability Grants****2019 CITY OF HOBART
URBAN SUSTAINABILITY GRANT
ASSESSMENT PANEL MEETING
AGENDA**

DATE: Monday 4 November 2019
TIME: 9:45 am – 12:30 pm
LOCATION: Hobart Town Hall

ASSESSORS:

Sophia Newman

Waste Education Officer, City of Hobart

Jeff Holmes

Cleansing & Solid Waste Policy Coordinator, City of Hobart

Bree Hunter

Park Planner, City of Hobart

Lauren Maher

Environmental Policy Analyst, Hydro Tasmania

Mark Joseph (Convenor)

Community Activation and Grants Coordinator, City of Hobart

GRANT PROGRAM SUPPORT:

Aaron Jensen, Community Development Officer – Grants, City of Hobart

Katrina Graham, Senior Climate Change Officer, City of Hobart

APOLOGIES:

AGENDA ITEMS**Convenor's Welcome & Introductions****2019 Urban Sustainability Grant Program**

- Total annual Budget : \$ 55,000
- Available funds : \$ 55,000
- Total Request : \$ 30,283
- Number of Applications: 7

Issues to be considered by panel members

- Confidentiality
- Panellists can re-score initial applications based on the discussion at this meeting.
Any re-scoring must be based on the merits of the application submitted, rather than on comparing one application to another.

**Attachment G: Assessment Panel Recommendations September 2019
Urban Sustainability Grants**

- Guidelines - the Guidelines are available at the meeting for reference.
- Questions - any questions from panellists?

Declaration of Conflicts of Interest

- For any application or other reasons

Background Information provided on applicants

- Discussion on any relevant information regarding applications

Assessment of Applications

- Current Aggregate Scores
- Discussion of each application
- Rescoring submitted by individual assessors (if necessary)
- Summary of final scores
- Summary of Panel feedback to each applicant
- Allocation of grant amounts to each successful applicant based on available funds
- Summary of recommendations to be made to Council

Discussion: Grants process and feedback from Assessors

- Feedback from assessors on assessment process including guidelines, application form and assessment form
- Key dates for Grant approvals:

Monday 11 November	Report Due
Wednesday 20 November	General Manager sign off
Monday 25 November	Applicants advised of outcomes

Other Business**Meeting close**

**Attachment G: Assessment Panel Recommendations September 2019
Urban Sustainability Grants**

September 2019

Urban Sustainability Grants

Assessment Criteria

1. Broadly support urban sustainability.
2. Specifically address climate change or urban sustainability issues within Hobart.
3. Support a strong, safe and healthy community.
4. Ensure the project is accessible to people attending/participating/supporting, or, outcomes that will be made available and are accessible after the project.
5. Continue to have an impact beyond the life of the project.
6. Connect with the target audience.

**Attachment G: Assessment Panel Recommendations September 2019
Urban Sustainability Grants**

September 2019

Urban Sustainability Grants

Summary of Assessment Panel Recommendations

Total Request	\$ 30,283
Budget Allocation	\$ 55,000
Total Recommended	\$ 15,718
Total Available	\$ 39,284
Applications Recommended	4
Applications Assessed	7

Application	Project	Request	Recommended	Total
US07092019	Greening Australia	\$ 5,000.00	\$ 5,000.00	90.4%
US01092019	Good Life Permaculture	\$ 5,000.00	\$ 5,000.00	88.0%
US08092019	Plasticwise Taroona	\$ 3,458.00	\$ 3,458.00	84.0%
US09092019	Source Community Wholefoods Cooperative	\$ 2,260.00	\$ 2,260.00	80.0%
US06092019	Waimea Heights Primary School	\$ 5,000.00	Ineligible	
US03092019	Lansdowne Crescent Primary School Sustainability Team	\$ 4,565.00	Ineligible	
US02092019	South Hobart Living Arts Centre	\$ 5,000.00	\$ -	65.6%
		\$ 30,283.00	\$ 15,718.00	

Attachment G: Assessment Panel Recommendations September 2019
Urban Sustainability Grants

Greening Australia

Project Title	Hobart Youth Climate Leaders Planning and Action 2020
Application ID	US07092019
Brief Project Description	The Hobart Youth Climate Leaders' Planning and Action 2020 will engage 10 Secondary and College Student leadership teams in the Hobart Urban Region to undertake local planning and action in their schools and communities to reduce the impact of climate change and sustainability. The project will involve a planning meeting supported by community mentors to undertake action over six months with a follow-up review on successes, challenges and future plans.
Total Amount Requested	\$5,000.00
Recommended Funding	\$5,000.00
Final Score	90.4%
Panel recommendation	Fully fund (no conditions)
Conditions attached to funding	None
Supports urban sustainability	The application demonstrates reasonable outcomes for Urban Sustainability
Addresses local issues	The application demonstrates very strong outcomes for local issues
Supports community	The application demonstrates how the project will provide a high level of community benefit
Accessibility	The application demonstrates strong planning towards making the project highly accessible
Impact beyond project life	The application demonstrates how the project will have significant ongoing benefits and/or outcomes
Quality of application and project	The application and project is well organised and presented at a high standard.
Assessment Panel Final Comment	The application has a strong emphasis on climate change. The program will involve many aspects including recycling, waste management and reducing plastic waste. The project will engage a significant number of students from across Hobart. The project provides a mentor model that teaches young people and provides them with opportunities to explore responsible and appropriate courses for action.

Attachment G: Assessment Panel Recommendations September 2019
Urban Sustainability Grants

Good Life Permaculture

Project Title	Home Harvest
Application ID	US01092019
Brief Project Description	Home Harvest is an open garden day where a range of Hobart residents with thriving edible gardens open their gates for the public to see what's possible, get inspired and learn how to get started in growing their own garden!
Total Amount Requested	\$5,000.00
Recommended Funding	\$5,000.00
Final Score	90.4%
Panel recommendation	Fully fund (no conditions)
Conditions attached to funding	None
Supports urban sustainability	The application demonstrates reasonable outcomes for Urban Sustainability
Addresses local issues	The application demonstrates outcomes for local issues
Supports community	The application demonstrates how the project will provide a high level of community benefit
Accessibility	The application demonstrates planning towards making the project accessible
Impact beyond project life	The application does not demonstrate continuing benefits or outcomes
Quality of application and project	The application and project is well presented.
Assessment Panel Final Comment	There are many benefits this project could offer - waste minimization techniques via composting, reduced carbon miles via home gardening, increased physical exercise via gardening, improved liveability and amenity of the Hobart region, many ongoing benefits if the audience is inspired/motivated, etc. It is great to see the event is free to attend and it may support a strong and healthy community.

Attachment G: Assessment Panel Recommendations September 2019
Urban Sustainability Grants

Plasticwise Taroona

Project Title	Plasticwise Taroona Washes against Waste
Application ID	US08092019
Brief Project Description	Wash against Waste is a pilot program for a reusable crockery service at market events in Hobart. Market patrons pay a deposit for using a mug, plate, cutlery and cloth napkin to eat takeaway food on site at Farmgate Market in Hobart. After use the crockery gets returned to the Wash against Waste stall, to be washed and reused. This reusable service encourages the community to reduce waste by providing an alternative to disposable containers.
Total Amount Requested	\$3,458.00
Recommended Funding Amount	\$3,458.00
Final Score as a percentage	84%
Panel recommendation	Fully fund (no conditions)
Conditions attached to funding	None
Supports urban sustainability	The application demonstrates reasonable outcomes for Urban Sustainability
Addresses local issues	The application demonstrates very strong outcomes for local issues
Supports community	The application demonstrates how the project will provide a high level of community benefit
Accessibility	The application demonstrates planning towards making the project accessible
Impact beyond project life	The application demonstrates how the project will have ongoing benefits and/or outcomes
Quality of application and project	The application and project is well presented.
Assessment Panel Final Comment	This is quite an innovative project in partnership with the Farm Gate Market. The assessment panel were supportive of providing 'seed' funding through this grant stream and were keen to see greater detail on the evaluation of the project and how it will become sustainable in the future.

Attachment G: Assessment Panel Recommendations September 2019
Urban Sustainability Grants

Waimea Heights Primary School

Project Title	Waimea School Recycled Bottle Greenhouse and Cob Oven
Application ID	US06092019
Brief Project Description	<p>The Waimea Primary garden program is offered to students, from kindergarten to grade 6. We grow vegetables all year round using organic gardening practices and are looking to enhance our garden program, with the addition of:</p> <ul style="list-style-type: none"> • A recycled bottle greenhouse / outdoor garden classroom • A cob oven • A shade pergola <p>The intention of the project is to create social spaces with the garden, to enhance the learning environment and build connections with the wider school community.</p>
Total Amount Requested	\$5,000.00
Recommended Funding	\$0.00
Final Score	80.8%
Panel recommendation	Not to fund
Conditions attached to funding	None
Supports urban sustainability	The application demonstrates reasonable outcomes for Urban Sustainability
Addresses local issues	The application demonstrates outcomes for local issues
Supports community	The application demonstrates how the project will provide community benefit
Accessibility	The application demonstrates planning towards making the project accessible
Impact beyond project life	The application demonstrates how the project will have ongoing benefits and/or outcomes
Quality of application and project	The application and project are not well presented, there being a lack of sufficient planning and detail.
Assessment Panel Final Comment	The panel acknowledged the intent of the project and that the growing and processing of local food may have a positive impact on the local environment, however the application to build an oven and green house is essentially for capital works which are not eligible. Clarification of ongoing responsibility and maintenance of the oven was also not clarified.

Attachment G: Assessment Panel Recommendations September 2019
Urban Sustainability Grants

Source Community Wholefoods Cooperative

Project Title	Waste Education Workshop Series
Application ID	US09092019
Brief Project Description	Source is a not-for-profit community cooperative based on the Sandy Bay Campus of UTAS. The Waste Education Workshop Series intends to educate our community on waste, living a zero-waste lifestyle, and the future of waste in Hobart. The Workshop Series comprises of five educational events/workshops which have been designed for education on waste, waste reduction, and recycling (or repurposing).
Total Amount Requested	\$2260.00
Recommended Funding	\$2,258.00
Final Score	80%
Panel recommendation	Fully fund (no conditions)
Conditions attached to funding	None
Supports urban sustainability	The application demonstrates reasonable outcomes for Urban Sustainability
Addresses local issues	The application demonstrates outcomes for local issues
Supports community	The application demonstrates how the project will provide community benefit
Accessibility	The application demonstrates planning towards making the project accessible
Impact beyond project life	The application demonstrates how the project will have ongoing benefits and/or outcomes
Quality of application and project	The application and project is well presented.
Assessment Panel Final Comment	This project has strong alignment with the CoH waste strategy and builds on & complements Council's range of 'zero waste' workshops. Communication and marketing to as wide an audience as possible would increase the impact of the workshops.

Attachment G: Assessment Panel Recommendations September 2019
Urban Sustainability Grants

Lansdowne Crescent Primary School Sustainability Team

Project Title	Rewilding Hobart
Application ID	US03092019
Brief Project Description	Grade Six students from Lansdowne Crescent Primary School would like to have a greenhouse built so members of their community can have somewhere to grow vegetable seedlings for their community garden, without having to rely on the weather. They want to grow native plants for the urban wildlife that visit from neighbouring Knocklofty Reserve. They intend to rewild West Hobart by growing plants, and encouraging neighbours to plant native plants and trees in their gardens.
Total Amount Requested	\$4,565.00
Recommended Funding	0.00
Final Score	76.00%
Panel recommendation	Not to fund
Conditions attached to funding	None
Supports urban sustainability	The application demonstrates reasonable outcomes for Urban Sustainability
Addresses local issues	The application demonstrates outcomes for local issues
Supports community	The application demonstrates how the project will provide community benefit
Accessibility	The application demonstrates planning towards making the project accessible
Impact beyond project life	The application demonstrates how the project will have ongoing benefits and/or outcomes
Quality of application and project	The application and project is well presented.
Assessment Panel Final Comment	The panel acknowledged the intent of the project and that the growing and processing of local food may have a positive impact on the local environment, however the application to build a green house is essentially for capital works which are not eligible. Clarification of ongoing responsibility and maintenance of the greenhouse was also not clarified.

Attachment G: Assessment Panel Recommendations September 2019
Urban Sustainability Grants

South Hobart Living Arts Centre

Project Title	EDULIS
Application ID	US02092019
Brief Project Description	The SOHO ARTS landscaping project to encourage community to feel ownership of the Centre and use the grounds and facilities available. The plan will incorporate a deck area with furniture, public art spaces surrounded by a perennial edible garden from which the community may forage.
Total Amount Requested	\$5,000.00
Recommended Funding	\$0.00
Final Score	65.6%
Panel recommendation	Not to fund
Conditions attached to funding	None
Supports urban sustainability	The application did not adequately demonstrate outcomes for Urban Sustainability
Addresses local issues	The application did not demonstrate outcomes for local issues
Supports community	The application demonstrates how the project will provide community benefit
Accessibility	The application demonstrates planning towards making the project accessible
Impact beyond project life	The application demonstrates how the project will have ongoing benefits and/or outcomes
Quality of application and project	The application and project are not well presented, there being a lack of sufficient planning and detail.
Assessment Panel Final Comment	While the panel acknowledged that the proposed project provides an enhanced 'green' space for possible community inclusion/participation the project is essentially a landscaping project that did not sufficiently address the environmental, climate change or urban sustainability criteria of this grant stream.

7. COMMITTEE ACTION STATUS REPORT

7.1 Committee Actions - Status Report

A report indicating the status of current decisions is attached for the information of Elected Members.

RECOMMENDATION

That the information be received and noted.

Delegation: Committee

Attachment A: CCEC Open Status Report - Nov 2019

COMMUNITY, CULTURE AND EVENTS COMMITTEE – STATUS REPORT

OPEN PORTION OF THE MEETING

November 2019

Ref	Meeting	Report / Action	Action Officer	Comments
1	<p>INCLUSION ZONING</p> <p>AFFORDABLE HOUSING IN DEVELOPMENTS AND PRECINCTS</p> <p>Council, 18/6/2018, Item 13</p> <p>and</p> <p>Council, 8/10/2018, Item 11</p>	<p>That:</p> <ol style="list-style-type: none"> 1. A report be prepared that provides options for the Council to seek State Government support for legislative changes that gives the Council a “Head of Power” under the Local Government and/or <i>Land Use Planning and Approvals Acts</i> specifically allow the Council to require the provision of affordable and/or long term rental apartments/housing in certain developments and or precincts. That the report also consider: <ol style="list-style-type: none"> (a) Further planning incentives such as bonuses to density, building envelopes, dwelling unit factors or permitted height allowances similar to those within the Commercial Zone of the <i>Hobart Interim Planning Scheme 2015</i> for affordable and/or long term rental accommodation; (b) Guidelines for binding agreements between the Council, developers and/or social housing providers to manage any affordable housing provided in accordance with any new head of power outlined above; and (c) Options to require any dwellings approved under bonus provisions to remain on the rental market for a minimum of 5 to 10 years depending on the development or planning bonuses. 2. The matter be included as part of the Council’s review of its <i>Housing and Homelessness Strategy</i>. 	Director Community Life	<p>The issue of affordable housing and homelessness continues to be a strong focus requiring staffing resources to be fully utilised in this area.</p> <p>A workshop on Inclusionary Zoning was held on 25 November with a further workshop on Transient Populations currently being arranged.</p>

Ref	Meeting	Report / Action	Action Officer	Comments
2	FOOD VAN PROGRAM Council, 18/2/2019, Item 12	Motion "That the Council undertake a review of the Food Van Program and associated relevant regulations including other temporary food service structure to ensure: 1) The guidelines and food and hygiene regulations are contemporary and preserve a 'level playing field', especially when permanent food vans are located near established businesses that pay rates and other fees; 2) The relevant planning schemes are contemporary and that the use categories in the schemes respect the fact that temporary and permanent food vans may be located close to existing businesses. In particular those businesses seeking to trade in permanent positions; and 3) That consultation occurs with relevant peak bodies and stakeholders. In preparing the report, an analysis be included of trends and requirements in other cities that operate food truck programs."	Director Community Life	Current activity is focussed on drawing together stakeholder groups to undertake the initial review. Stakeholder meetings were completed with compliance, environmental health and parking to address initial issues. The full meeting is yet to be held. A survey for external stakeholders is being developed with City of Hobart Community Engagement. To allow sufficient time to undertake a detailed review of the Food Van Program it is proposed that this matter be considered early in 2020 year.
3	DEVELOPMENT OF A RECONCILIATION ACTION PLAN Council, 18/2/2019, Item 15 and Council, 22/7/2019, Item 12	1. The Council endorse the draft Aboriginal Commitment and Action Plan, marked as Attachment A to item 6.2 of the Open Community Culture and Events Committee agenda of 9 October 2019, to be released for broad community engagement. 2. A further report to be provided detailing the outcome of the community engagement, endorsement from Reconciliation Australia and the final document for Council approval.	Director Community Life	A report seeking final endorsement following Community engagement is included on this agenda.

Ref	Meeting	Report / Action	Action Officer	Comments
4	THE TASTE OF TASMANIA POST FESTIVAL REPORT Council, 18/3/2019, Item 11	(v) The Council write to the Federal Government seeking funding assistance for the event.	Director Community Life	Officers are progressing
5	DRAFT PUBLIC ART FRAMEWORK Council, 15/4/2019, Item 18 and Council, 23/9/2019, Item 18	That consideration be given regarding a process to make amendments to the 2015 Interim Planning Scheme, and any subsequent schemes, to include a mandatory requirement for developments valued at or above \$3,000,000 to contribute 1 per cent of the value to public art on the development site or in public space within specific zones (Sullivans Cove, Central Business Zone, Commercial Zone). Details of this process would be presented in a future report to Council prior to implementation.	Director Community Life	A further report relating to the potential developer contributions to public art will be prepared for early 2020.
6	SOCIAL INCLUSION INDEX - CONNECTED COMMUNITY PROGRAM Council, 17/6/2019, Item 15	Motion "That a report be provided considering the addition of a Social Inclusion Index (SII), as an initiative of the Connected Community Program within the Connected Hobart Action Plan. The index would serve to support and measure the impact of, and potential actions for, homelessness in Greater Hobart."	Director City Innovation	A report on this matter is included on this agenda.

Ref	Meeting	Report / Action	Action Officer	Comments
7	PETITION – HOUSING CHALLENGED CITIZENS RESIDING IN ST DAVID’S PARK Council, 7/10/2019, Item 14	<p>The General Manager tabled a petition from Mr David Traynor requesting that Council ensures residents of St David’s Park, together with their guests and visitors, who choose to remain in the park, can do so without fear of harassment or eviction by the Council for as long as they choose.</p> <p>There were 43 signatories to the petition.</p> <p>That the petition be received and noted and referred to the appropriate committee.</p>	Director Community Life	<p>Complete</p> <p>A report on this matter was considered by the Council at its meeting of 18 November 2019.</p>
8	PUBLIC ART – FROM THE SHADOWS SUBMISSION Committee, 9/10/2019, Item 6.1	<p>That the matter be deferred for further information to be provided back to the Committee on the following:</p> <ol style="list-style-type: none"> 1. The fees associated with the Development Approval process. 2. The costs of installation of the sculptures including consideration of the installation being carried out by the Council’s workforce. 3. The applicable budget function to which such would be attributed. 	Director Community Life	A report on this matter is included on the agenda.

8. QUESTIONS WITHOUT NOTICE

Section 29 of the *Local Government (Meeting Procedures) Regulations 2015*.
File Ref: 13-1-10

An Elected Member may ask a question without notice of the Chairman, another Elected Member, the General Manager or the General Manager's representative, in line with the following procedures:

1. The Chairman will refuse to accept a question without notice if it does not relate to the Terms of Reference of the Council committee at which it is asked.
2. In putting a question without notice, an Elected Member must not:
 - (i) offer an argument or opinion; or
 - (ii) draw any inferences or make any imputations – except so far as may be necessary to explain the question.
3. The Chairman must not permit any debate of a question without notice or its answer.
4. The Chairman, Elected Members, General Manager or General Manager's representative who is asked a question may decline to answer the question, if in the opinion of the respondent it is considered inappropriate due to its being unclear, insulting or improper.
5. The Chairman may require a question to be put in writing.
6. Where a question without notice is asked and answered at a meeting, both the question and the response will be recorded in the minutes of that meeting.
7. Where a response is not able to be provided at the meeting, the question will be taken on notice and
 - (i) the minutes of the meeting at which the question is asked will record the question and the fact that it has been taken on notice.
 - (ii) a written response will be provided to all Elected Members, at the appropriate time.
 - (iii) upon the answer to the question being circulated to Elected Members, both the question and the answer will be listed on the agenda for the next available ordinary meeting of the committee at which it was asked, where it will be listed for noting purposes only.

9. CLOSED PORTION OF THE MEETING

RECOMMENDATION

That the Committee resolve by majority that the meeting be closed to the public pursuant to regulation 15(1) of the *Local Government (Meeting Procedures) Regulations 2015* because the items included on the closed agenda contain the following matters:

- information of a personal and confidential nature or information provided to the council on the condition it is kept confidential

The following items are listed for discussion:-

- | | |
|--------------|---|
| Item No. 1 | Minutes of the last meeting of the Closed Portion of the Council Meeting |
| Item No. 2 | Consideration of supplementary items to the agenda |
| Item No. 3 | Indications of pecuniary and conflicts of interest |
| Item No. 4 | Reports |
| Item No. 4.1 | City of Hobart 2020 Australia Day Awards - Citizen, Young Citizen and Community Event of the Year
LG(MP)R 15(2)(g) |
| Item No. 5 | Committee Action Status Report |
| Item No. 5.1 | Committee Actions - Status Report
LG(MP)R 15(2)(g) |
| Item No. 6 | Questions Without Notice |