



CITY OF HOBART

# **AGENDA**

## **Community, Culture and Events Committee Meeting**

### **Open Portion**

**Thursday, 29 April 2021**

**at 5:30 pm  
via Zoom**

## THE MISSION

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

## THE VALUES

**The Council is:**

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

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## **ORDER OF BUSINESS**

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**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.**

### **APOLOGIES AND LEAVE OF ABSENCE**

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**Community, Culture and Events Committee Meeting (Open Portion) held Thursday, 29 April 2021 at 5:30 pm in the via Zoom.**

**This meeting of the Community, Culture and Events Committee is held in accordance with a Notice issued by the Premier on 3 April 2020 under section 18 of the *COVID-19 Disease Emergency (Miscellaneous Provisions) Act 2020*.**

**COMMITTEE MEMBERS**

Sherlock (Chairman)  
Sexton  
Harvey  
Dutta  
Ewin

**Apologies:**

**Leave of Absence: Nil.**

**NON-MEMBERS**

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

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

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**2. CONFIRMATION OF MINUTES**

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The minutes of the Open Portion of the Community, Culture and Events Committee meeting held on [Thursday, 25 March 2021](#), are submitted for confirming as an accurate record.



### **3. CONSIDERATION OF SUPPLEMENTARY ITEMS**

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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 Acting General Manager.

### **4. INDICATIONS OF PECUNIARY AND CONFLICTS OF INTEREST**

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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**

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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**

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### **6.1 Hobart - A City for All - Community Inclusion and Equity Framework File Ref: F21/33293; 17/237**

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Report of the Community Participation Coordinator, Manager Community and Culture and the Acting Director Community Life of 22 April 2021 and attachments.

Delegation: Council

**REPORT TITLE: HOBART - A CITY FOR ALL - COMMUNITY INCLUSION AND EQUITY FRAMEWORK****REPORT PROVIDED BY:** Community Participation Coordinator  
Manager Community and Culture  
Acting Director Community Life**1. Report Purpose and Community Benefit**

1.1. The purpose of this report is to seek final endorsement from the Council for the *Hobart: A City for All – Community Inclusion and Equity Framework*.

1.1.1. The framework replaces the existing *Social Inclusion Strategy 2014-19* and provides a guiding document to support the City's work in creating a city for all.

**2. Report Summary**

2.1. The Council endorsed the *Hobart: A City for All – Community Inclusion and Equity Framework* to be released for public comment at its meeting of 9 March 2021.

2.2. *Hobart: A City for All* supports the City to communicate the role of Local Government in community inclusion and equity.

2.3. Work in community inclusion and social equity has been guided by the Social Inclusion Strategy over the past decade. As this strategy has now expired, engagement has been undertaken to develop a new strategic framework to guide the Council's work into the future.

2.4. Extensive community sector and stakeholder engagement was undertaken during 2020, involving Community Network and Advisory Groups, City of Hobart staff and Elected Members as part of the draft being developed.

2.5. Public engagement was undertaken in March/April through the following mechanisms:

- City of Hobart Your Say website
- Distribution through a broad range of community networks
- City of Hobart social media page
- Verbal sharing with community reference groups and networks

2.6. There were nine formal submissions received with eight out of the nine providing positive feedback and one submission not in support of the document. Informal feedback from reference groups and networks was highly positive.

- 2.7. Many of the suggestions for changes included in the submissions were minor in nature and have been able to be incorporated into the document. The final document incorporating the suggested amendments is shown at **Attachment A** to this report.
- 2.8. This feedback has also been considered during the development of the draft community commitments.

### 3. **Recommendation**

***That the Hobart: A City for All – Community Inclusion and Equity Framework marked as Attachment A of the Community, Culture and Events Committee agenda of 29 April 2021, be adopted.***

### 4. **Background**

- 4.1. *Hobart: A City for All* supports the City to communicate the role of Local Government in community inclusion and equity.
- 4.2. Work in community inclusion and equity has been guided by the *Social Inclusion Strategy* over the past decade. As this Strategy has now expired, a project was undertaken to develop a new strategic framework to guide the Council's work into the future.
- 4.3. Extensive community sector and stakeholder engagement was undertaken during 2020, involving community network and advisory groups, City of Hobart staff and Elected Members.
- 4.4. Key themes from engagement included: acknowledgement of the City as leader; inclusive and positive language; poverty and inequality; LGBTQI inclusion; and internal inclusion and education.
- 4.5. *Hobart: A City for All* is intended as a robust framework to complement the City of Hobart's *Capital City Strategic Plan 2019-29*, providing context and guidance for staff as they deliver on the strategic plan.
- 4.6. The framework also sits alongside the Social Inclusion Policy that was adopted by Council in September 2020 and is shown at **Attachment B** to this report.
- 4.7. The framework and policy aim to provide a policy position and set of guiding principles to support the City of Hobart in addressing the systemic causes of exclusion and discrimination and in working proactively to build a city for all.
- 4.8. The framework demonstrates the City's commitment to ensuring that each member of the community has the opportunity, choice and freedom to participate fully in the life of the City.

4.8.1. Specifically, the framework has been designed to:

- support and enhance the delivery of community outcomes across the organisation;
- provide context about the role the City plays in creating a city for all;
- provide background information on the challenges our community face; and
- outline the City's approach and tools for delivering outcomes.

4.9. *Hobart: A City for All* is intended a robust framework to complement the City's strategic plan, providing context and guidance for staff as they deliver on the strategic plan. The framework provides capacity for growth and innovation and has the ability to be flexible and adaptive to enable us to respond to the changing environment.

4.10. The framework does not include specific goals or actions as these are included in the City of Hobart's Annual Plan and relevant organisational action plans. This change also provides stronger alignment with the City's Strategic Measurement System that is currently being finalised.

4.11. In conjunction with this framework, a suite of revised community commitments have also been developed in collaboration with community partners. A report on the commitments is also included on this agenda for the Community, Culture and Events Committee.

4.11.1. Feedback from the community engagement on the *Hobart: A City for All* has also been considered in the development of the commitments.

4.12. The community commitments will contain the tangible deliverables for much of the City's work in creating a city for all. The documents are designed to be reviewed regularly to remain responsive to emerging issues and trends.

4.13. In accordance with the resolution from the Council meeting of 9 March 2021, a community engagement process has been undertaken, including distribution through community networks, further engagement with reference and advisory groups and online engagement delivered through Your Say Hobart.

### **Engagement Outcomes**

4.14. Following extensive early engagement in the development of the draft Framework, further, public engagement was undertaken through the following mechanisms:

- City of Hobart Your Say website
- Distribution through a broad range of community networks

- City of Hobart social media page
  - Verbal sharing with community reference groups and networks
- 4.15. There were nine high quality, formal submissions received with eight out of the nine providing positive feedback and one submission not in support of the document.
- 4.15.1. The respondent who did not support the document felt that the concept of reconciliation was not inclusive and did not support targeted work with equity groups as the reason for their lack of support.
- 4.15.2. Responses focussed on language consistency, inclusion of various community groups (gender and LGBTQI), a focus on systemic and structural change and workplace equity.
- 4.15.3. Informal feedback from reference groups and networks was highly positive, highlighting the City of Hobart's leadership on inclusion and equity. Participants noted that they were interested to see the suggested actions within the Community Commitments and to provide more specific feedback when these are distributed for comment.
- 4.16. Many of the suggestions for changes included in the submissions were minor in nature and have been able to be incorporated into the document.

## 5. Proposal and Implementation

- 5.1. It is proposed that the Council adopt the *Hobart: A City for All – Community Inclusion and Equity Framework* for operational delivery.
- 5.2. If adopted, the Community Programs team will work with employees across the organisation to embed the use of the framework to support improved inclusion and equity outcomes.

## 6. Strategic Planning and Policy Considerations

- 6.1. *Hobart: a City for All* has been designed to directly respond to both the *Hobart: A Community vision for our island capital* and the *Capital City Strategic Plan 2019-29*. The framework aligns directly with the outcomes in the strategic plan, and will support the City in delivering on the community's vision.
- 6.1.1. The framework is specifically aligned with Pillar 2: *Community Inclusion, participation and belonging*. The majority of community inclusion and equity outcomes are delivered through this pillar however it is noted that there are community inclusion actions and outcomes across the majority of strategic plan pillars.

- 6.1.2. The outcomes in *Hobart: A City for All* have been aligned with the outcome areas in the strategic plan under: *Truth and Reconciliation, Participation and Access, Wellbeing and Knowledge and Safety and Resilience*.

## **7. Financial Implications**

- 7.1. Funding Source and Impact on Current Year Operating Result
- 7.1.1. There is no financial impact from this report. All work relating to the framework is undertaken within current budget allocations.
- 7.2. Impact on Future Years' Financial Result
- 7.2.1. There are no anticipated future financial impacts from this report.
- 7.3. Asset Related Implications
- 7.3.1. There are no asset related implications.

## **8. Legal, Risk and Legislative Considerations**

- 8.1. *Hobart: A City for All* supports the City's delivery of its commitment under the Tasmanian Local Government Act which says that the role of local government is:
- (a) to provide for the health, safety and welfare of the community;
  - (b) to represent and promote the interests of the community; and
  - (c) to provide for the peace, order and good government of the municipal area.
- 8.2. This revised framework is likely to reduce the City's reputational risk as it delivers upon the community's expectations as articulated in the *Hobart: A community vision for our island capital*.

## **9. Environmental Considerations**

- 9.1. *The Hobart: A City for All* framework promotes community resilience and capacity building and has alignment with the community principles of the *Sustainable Hobart Action Plan 2020-25*.

## **10. Social and Customer Considerations**

- 10.1. *Hobart: A City for All* is a framework that guides the City's work in being socially inclusive and taking deliberate actions to remove or reduce barriers to inclusion and to create opportunities that facilitate and encourage full participation.

**11. Marketing and Media**

- 11.1. *Hobart: A City for All* supports the City to communicate the role of Local Government in community inclusion and equity. If adopted, promotion of the new framework will be undertaken to highlight the importance and value of having a city where all community members are valued and are able to participate in community life.

**12. Community and Stakeholder Engagement**

- 12.1. Detailed and specific engagement was undertaken to inform the approach, format and content within this document. An engagement plan was developed and delivered in collaboration with the Community Engagement team to outline the approach, methodologies and tools.
- 12.2. Engagement was carried out with the following aims:
- Building support for and understanding of social inclusion work in Hobart and provide opportunity for input.
  - To develop a framework and policy that are well supported by staff, Elected Members and the broader community.
  - To strengthen the City of Hobart's relationship with relevant community groups, community leaders and organisations.
- 12.3. Further community engagement was undertaken on the draft document and included online, face-to-face and email engagement.
- 12.3.1. Engagement showed strong support for the framework and confirmed the City's role in community inclusion and equity.
- 12.4. In conjunction with this framework, a suite of revised community commitments have also been developed in collaboration with community partners. If endorsed, these will go to broad community engagement in May.

**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**



Kimbra Parker  
**MANAGER COMMUNITY AND  
CULTURE**



Iris Goetzki  
**ACTING DIRECTOR COMMUNITY LIFE**

Date: 22 April 2021  
File Reference: F21/33293; 17/237

Attachment A: Hobart: A City for All - Community Inclusion and Equity Framework ↓ 

Attachment B: Social Inclusion Policy ↓ 



# HOBART: A CITY FOR ALL

Community Inclusion and Equity Framework





Image Credit:

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## ACKNOWLEDGMENT

We acknowledge the Muwinina people as the traditional custodians of nipaluna (Hobart).

The Muwinina people were part of the South East nation. They lived on and cared for this land for more than 40 000 years and had a deep understanding of the land and the seasons. They had access to both fresh water and salt water resources and used fire to manage their land. The landscape still bears the mark of the Muwinina people, with significant middens found all along timtumili minanya (the Derwent River).

As a direct result of invasion and war, there are no Muwinina people left alive today. In their absence we acknowledge Tasmanian Aboriginal people, the Palawa people, as the ongoing custodians of this land. Palawa people are the survivors, continuing the culture and stories of their old people and striving for rights and recognition. We acknowledge their incredible determination and resilience.

We recognise that we have much to learn from Aboriginal people, whose culture and identity have been intertwined with this land and sea for millennia. We pay our deepest respects to Elders past and present and to all Aboriginal people living in and around Hobart today.





## SOCIAL INCLUSION POLICY STATEMENT

THE FOLLOWING POLICY STATEMENT WAS FORMALLY ADOPTED BY COUNCIL IN OCTOBER 2020

In alignment with the Universal Declaration of Human Rights, the Council recognises the fundamental right of every individual to participate socially, culturally, economically, physically, spiritually and politically in society.

The Council acknowledges that each member of the community has their own set of strengths, skills and resources and that the contribution of these is of benefit to the whole community.

The Council recognises that not everyone's experience of our community is the same. We acknowledge the systemic barriers within the built, social and information environment that prevent people from thriving and contributing to society. Barriers include lack of employment opportunities, poverty, low literacy and numeracy, ill health, intimate and family violence, inadequate support services, stigma and discrimination and lack of housing affordability. These are challenges which the Council is committed to addressing through advocacy, partnership and direct action.

Council commits to building social inclusion and actively reducing discrimination on the ground of any attribute listed under section 16 of the *Anti-Discrimination Act 1998*. The Council commits to social inclusion and compliance with relevant anti-discrimination legislation in all aspects of council operations including strategic planning, service delivery, communications and design and delivery of public spaces.



## WHAT DOES IT MEAN TO BE 'A CITY FOR ALL'?

### THE CITY OF HOBART MISSION:

Working together to make Hobart a better place for the community

To truly become a city for all, we must work towards inclusion and equity for all who live, work or play in Hobart. We recognise systemic exclusion, discrimination and inequity in our city and understand that this demands systemic and structural solutions.

We acknowledge that everyone's experience of our community is different. We work closely with those who face additional barriers to participation, including Aboriginal people, children and young people, people experiencing homelessness, LGBTQI communities, multicultural communities, older people and people with disability.

It is a complex task to build a city for all. We all have a role to play. Local government is the level of government with the closest and most direct connection with the community. We are caretakers of the environments in which people live, work and recreate and, as such, we have a responsibility to ensure that these environments benefit the whole community.

We cannot do this work alone. We rely on our partners in the community sector, business, government and the wider community to play their part.

In direct response to all that we have heard from our community, we see the following eight factors as important as we work towards a city for all:



**TRUTH** We acknowledge the truth of our history in this place.

**RECONCILIATION** We walk together with Aboriginal people toward shared goals.



**PARTICIPATION** Everyone feels welcome, valued and heard and has opportunities to participate.

**ACCESS** Everyone can get where they want to go with ease and can access the information they need.



**WELLBEING** Spaces, services and communities support physical and mental wellbeing.

**KNOWLEDGE** Everyone has opportunities to engage in learning and has the capacity and skills to influence change.



**SAFETY** Everyone feels safe and secure and can meet their basic needs.

**RESILIENCE** Everyone supports each other and is prepared for crises.

## OUR ORGANISATION

The City of Hobart commits to building strong and healthy communities through promoting diversity, participation and empathy, and achieving good quality development and urban management through good governance at a regional and community level. Our work is guided by our community through Hobart: A community vision for our island capital and the Capital City Strategic Plan 2019-29.

### HOBART: A COMMUNITY VISION FOR OUR ISLAND CAPITAL

Hobart: A community vision for our island capital was developed in collaboration with Hobart communities and stakeholders and outlines what people value about Hobart today and what they would like for Hobart's future.

The vision has eight pillars that represent aspects of city life:

- Pillar 1: Sense of place
- Pillar 2: Community inclusion, participation and belonging
- Pillar 3: Creativity and culture
- Pillar 4: City economies
- Pillar 5: Movement and connectivity
- Pillar 6: Natural environment
- Pillar 7: Built environment
- Pillar 8: Governance and civic involvement

### CAPITAL CITY STRATEGIC PLAN 2019-29

The strategic plan is the City of Hobart's primary planning document and responds directly to the community vision. The strategic plan outlines the outcomes the City aims to achieve over a 10-year period with strategies that relate to the eight pillars listed above.

### SOCIAL INCLUSION POLICY

The Social Inclusion Policy was first adopted by the Council on 12 October 2020. It provides formal guidance for the organisation in supporting social inclusion and reducing the risk of discrimination and exclusion. The policy outlines the City's legal and social responsibilities and informs this framework through the policy statement (page 5) and guiding principles (page 14).



## THE FRAMEWORK

The Community Inclusion and Equity Framework (the framework) has been designed to:

- support and enhance the delivery of community outcomes across the organisation
- provide context about the role the City plays in creating a city for all
- provide background information on the challenges our community face
- outline our approach and tools for delivering outcomes.

The framework flows directly from the community vision and strategic plan with a focus on the outcomes under Pillar 2: Community inclusion, participation and belonging. These outcomes can be summarised as:

- Truth and Reconciliation
- Participation and Access
- Wellbeing and Knowledge
- Safety and Resilience

### DELIVERING ON THE FRAMEWORK:

Creating a city for all is a long-term and complex task. We rely on our community partners, other levels of government and the general public to work together with us.

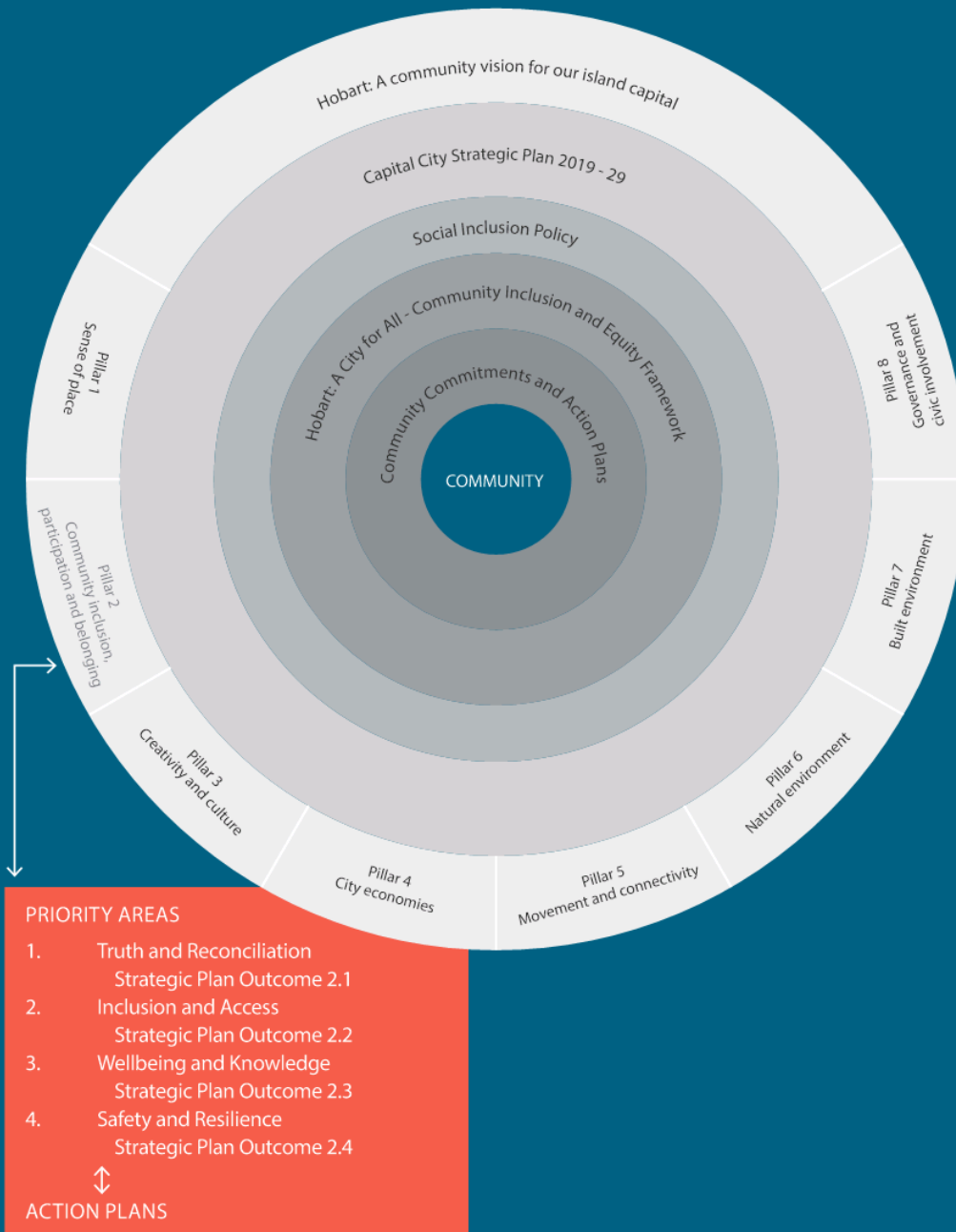
At the City of Hobart, creating an equitable and inclusive community is a core part of our work. We deliver on these priorities through a variety of projects, initiatives and partnerships. This work is outlined in a range of strategies and plans across the organisation, for example:

- Creative Hobart includes strategies to support expressions of diversity and of Aboriginal cultural identity.
- The Connected Hobart Smart City Action Plan includes projects on Crime Prevention Through Environmental Design (CPTED), technology ethics and citizen science.

- The City's Street Tree Strategy outlines the mental health, physical health and social benefits of urban tree cover.

The City's Community Life Division, in particular the Community and Culture Unit, specifically works on inclusion and equity. This work is supported by several community plans that provide specific direction and actions for program areas. The following documents provide detailed action plans to support the delivery of the Community Inclusion and Equity Framework. We revise these plans regularly to ensure they are responsive to community challenges and aspirations:

- Aboriginal Commitment and Action Plan
- Multicultural Commitment
- LGBTQI+ Commitment
- Equal Access Commitment
- Positive Ageing Commitment
- Youth Commitment
- Community Safety Commitment
- Affordable Housing and Homelessness Commitment (under development).



## COMMUNITY INPUT

The Community Inclusion and Equity Framework has been developed in direct response to the aspirations of our community as told through more than 1100 community contributions into Hobart: A community vision for our island capital. More detailed and specific engagement was undertaken to inform the approach, format and content within this document. All that we heard has directly informed this framework and will go on to inform the delivery of the strategies and underpinning community commitments. We acknowledge the following groups for their participation and input into the development of the framework.

### COMMUNITY SECTOR REFERENCE GROUP

The City of Hobart Community Sector Reference Group has 26 members from a wide range of community organisations and peak bodies. This group collaborated on the development of the framework through workshops, email feedback and one-on-one interviews.

### COMMUNITY NETWORK AND ADVISORY GROUPS

Ongoing advice and feedback from the following groups (all convened by the City of Hobart) has informed the development of the framework.

- Networking for Harmony Multicultural Advisory Group
- Access Advisory Committee
- Hobart Older Persons Reference Group
- Housing with Dignity Reference Group
- Youth Advisory Squad
- Youth Action Priorities Network
- Children and Families Network
- Late Night Precinct Stakeholders
- Hobart Retailers Safety and Security Group

### CITY OF HOBART STAFF

- Internal Working Group with 23 members
- 57 staff participated in workshops
- Representation from diverse staff across all divisions

### ELECTED MEMBERS

- Workshop
- Individual meetings

### BROAD COMMUNITY ENGAGEMENT

- Online survey through Your Say Hobart
- Social media engagement





## GUIDING PRINCIPLES

The City of Hobart is guided by the following statements from Hobart: A community vision for our island capital in the delivery of this framework. These principles have been set out in the City's Social Inclusion Policy and provide an ongoing organisational commitment to creating a city for all.

### DIVERSITY AND INCLUSION

Diversity in culture, nationality, ethnicity, race, gender, sexuality, ability, age, body, family, recreation, profession, personal strengths, income level, language, education, life experiences and more make up each of us and, together, make up our city. We recognise and embrace the rich complexity diversity brings to our lives - we are all part of creating Hobart's identity. (Pillar 2.2.3)

### SOCIAL JUSTICE

We recognise and face inequalities, poverty and disadvantage in our communities... We support each other to have our needs met and flourish. We all have opportunities to access and contribute to Hobart life. (Pillars 2.2.7 and 2.2.8)

### CAPACITY BUILDING

We develop the capacity of our human, social and cultural capital, knowledge and networks. (Pillar 2.4.5)

### HOLISTIC APPROACH

We have a holistic view of health that involves all aspects of our lives. Mental, physical, emotional, spiritual, cultural and social health are at the core of our decision making. (Pillar 2.5.1)

### EQUAL ACCESS

Our natural and built spaces and facilities enable activity and support and enhance our health and wellbeing... Our infrastructure, services and other aspects of our built environment support equal access for all. (Pillars 2.5.3 and 7.3.2)

### CARE AND RESILIENCE

Hobart's isolation and scale have required resilience. We know that future challenges will demand that we work hard and work together. But we are our best selves in times of adversity and vulnerability. We are caring, helpful and supportive of everyone at all times but especially when things get tough. We flourish in times of hardship. (Pillar 2.6.1)

### COMMUNITY SAFETY

We are a safe city, where everyone feels safe and is safe, including in public spaces. We look after each other. (Pillar 2.6.3)

#### PROACTIVE, RESPONSIVE ENGAGEMENT

Engagement with our communities is proactive and inclusive, so we know about and can participate in decisions and outcomes that affect us... We learn from our communities about important local issues. (Pillars 6.6.2 and 8.5.3)

#### PARTNERSHIP AND COLLABORATION

We use our connections and networks to enable participation in civic life. Our strong partnerships support collaboration across councils, community organisations, businesses and other levels of government. (Pillar 8.2.3)



## THE CITY'S ROLE IN CREATING A CITY FOR ALL

Hobart has a unique role in Tasmania as the capital city and regional hub. Every day, we welcome large numbers of visitors from surrounding areas, and further afield, to work, learn, recreate and access services. Many look to the City of Hobart as a key driver in addressing social issues in the region. We take an active leadership role in creating a city for all, working with local, regional and national partners to drive positive change through innovative, community-based initiatives.

### ACTIVITIES, TOOLS AND METHODS

The City of Hobart uses the following activities, tools and methods to build inclusion and equity and reduce discrimination in Hobart. We have developed these methods collaboratively with our community. Our teams continue to refine our approach to maintain relevance and align with best practice.

**PUBLIC EDUCATION:** We work to promote understanding, respect and social connection in our community by sharing stories, creating opportunities for dialogue and by speaking out publicly on issues of importance to our diverse communities. Social issues are often highlighted through activities such as Homelessness Week and Harmony Week. We use a range of communication tools including public forums, events and visual, print and digital communications.

**ADVOCACY:** We draw upon our close connections and expertise in community development to support Hobart communities to have a voice on issues of importance to them. We directly advocate for their needs, both within the organisation and externally to the Tasmanian and Australian Governments, the community sector and businesses.

**DIVERSE ENGAGEMENT:** We seek out and support input from diverse voices into City plans and projects. We facilitate a number of advisory and reference groups representing priority population groups. We use a range of accessible engagement methods and continually refine our approach to improve the level of participation.

**COMMUNITY-CENTRED DESIGN:** As the custodians of the majority of public space within Hobart, from sporting grounds to streetscapes, retail precincts to playgrounds, we are responsible for ensuring that our city is liveable, safe and accessible for all. Our employees maintain a broad understanding of the needs of our diverse communities and keep up to date with best practice to support inclusive design and delivery of public spaces.

**COMMUNITY PROGRAMS:** We work closely with our community partners to identify gaps in service delivery for our community. Where there is a clear need and a lack of capacity in the community to provide a service, we consider opportunities to fill the gaps. We currently deliver a range of targeted, accessible community programs to support skill development, social connection, creativity, lifelong learning and physical and mental wellbeing. A number of these programs are delivered through our community facilities. Our programs also provide a range of volunteer opportunities to support participation and employment pathways.



**FACILITY MANAGEMENT:** We own and manage a wide range of community facilities and venues that support people to gather, recreate, exercise and learn. We work with our community to maximise usage of these facilities to support community wellbeing. Many facilities are managed by community volunteers and our role is to provide support and build capacity. In other instances, such as with the Doone Kennedy Hobart Aquatic Centre, Mathers House, Criterion House and the Youth Arts and Recreation Centre, we directly manage the facility with dedicated staff and tailored programming. We conduct regular audits to improve the accessibility of these facilities and work to ensure that they are welcoming spaces for all.

**NETWORKING AND COLLABORATION:** We host a number of sector networking groups to support connections and information sharing between relevant peak bodies, community organisations, businesses, education providers and Tasmanian and Australian Government representatives. We work collaboratively with these groups to respond to community issues as they arise and build community capacity.

**INCLUSIVE EVENTS:** We deliver a wide range of inclusive events that support community expression, participation and connection and bring life to the city. These range from children's activities and cultural celebrations to public lectures, sports and fitness activities and arts showcases. The majority of our events are delivered in close partnership with our community and provide opportunities participate and volunteer.

**SUPPORTING CREATIVITY:** We recognise the importance of arts and creativity and develop opportunities for people to create and exhibit their work publicly through a range of creative platforms. Creativity enhances the liveability of the city by reducing the incidence of graffiti, increasing public art and bringing live music to our streets. We prioritise cultural development and ensure diverse expressions and stories are

featured in our creative programs.

**BUILDING RESILIENCE:** We understand the potential for an emergency or crisis in Hobart. We work closely with emergency services, Tasmanian and Australian Governments and other councils to be as prepared as possible. Our preparations include fuel reduction burns, stormwater engineering, long-term land management plans and pandemic. Our staff are well trained to deal with emergency events when they occur, supporting our community during and after impact. We work with our communities to build their capacity to bounce back after crises and support community recovery.

**SUPPORTING WELLBEING:** We work to ensure that our facilities, spaces and programs support healthy movement, prevent disease, minimise harm and increase access to food. We actively work to reduce the risk of harm from alcohol, tobacco and other drugs within Hobart, provide accessible immunisation programs, and offer a range of health and wellbeing activities to the public in our parks and community facilities such as the Doone Kennedy Hobart Aquatic Centre.

**ENHANCING COMMUNITY SAFETY:** We recognise that not everyone's experience of safety is the same and that some community members require specific responses for issues such as racism, elder abuse and family violence. We work in collaboration and convene several networks with businesses, government agencies, emergency services and support organisations to provide a consolidated response to the challenges presented, particularly with late night precincts.

**RESOURCING COMMUNITY INITIATIVES:** We support our community to deliver initiatives, projects and events through the provision of advice, financial resources, venues and logistics support. We often work in partnership for the delivery of strategic initiatives with our





## PRIORITY AREA 1 – TRUTH AND RECONCILIATION

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### STRATEGIC PLAN OUTCOME 2.1

Hobart is a place that recognises and celebrates Tasmanian Aboriginal people, history and culture, working together towards shared goals.

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Tasmanian Aboriginal people, also known as Palawa people, represent the southernmost, oldest continuous culture in the world. They have cared for the land upon which Hobart was built for more than 40 000 years. We recognise and value the strong spiritual connection that Tasmanian Aboriginal people have to this place.

Aboriginal people were a sovereign people in this Country. This sovereignty was never ceded. Despite massacre, dispossession and oppression, Tasmanian Aboriginal people remain strong and resilient.

We believe that 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.

A City for All is one in which we acknowledge the truth of our history in this place.

Nationally, Aboriginal people show disadvantage on nearly all health and wellbeing measures. Aboriginal people are nearly twice as likely to be unemployed than non-Aboriginal Australians and Aboriginal children are 10 times more likely to be in out-of-home care. More than 1 in 4 children in out-of-home care in Tasmania identify as Aboriginal.

We recognise that Hobart is a hub for activism, protest and positive change for Aboriginal people. We commit to walking alongside Aboriginal people as equal partners.

A city for all is one in which we walk together with Aboriginal people toward shared goals.



Years of Aboriginal custodianship: 40 000+	Percentage of land in Tasmania that is Aboriginal owned: 0.5 Per cent	First state in Australia to provide compensation for the stolen generations: Tasmania	Palawa kani name for Hobart: nipaluna
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CAPITAL CITY STRATEGIC PLAN: OUTCOME 2.1 STRATEGIES

- 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.





## PRIORITY AREA 2 – PARTICIPATION AND ACCESS

### STRATEGIC PLAN 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.

Everyone's experience of our community is different. Hobart has a reputation as a liveable city with connected communities, and some of us feel right at home here. But the reality is different for those in Hobart who experience inequality, poverty and disadvantage. Some of us struggle to feel like we belong or are welcome in this place. Stigma, discrimination, racism and prejudice can have a profound impact on what it feels like to live in Hobart. These barriers to participating and connecting with others not only affect community safety, but they can lead to social isolation, with flow-on effects to mental and physical health.

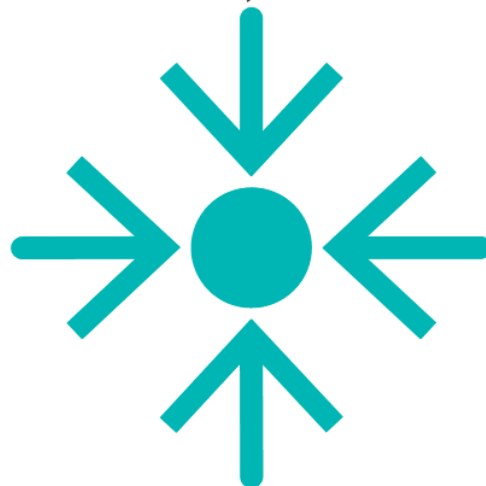
We believe that everyone has the right to participate fully in Hobart life. Regardless of background, gender, identity or life situation, our community should provide opportunities to connect, share and express one's identity. We should all be able to thrive in Hobart and have the chance to belong.

A city for all is one in which everyone feels welcome, valued and heard and has opportunities to participate.

It is difficult to connect with other people and participate in city life if we have no way of getting around. Affordable, timely and appropriate transport and accessible public spaces are critical to making sure everyone can access work, study, recreation, services, entertainment and other opportunities. People should not need to own a car to get where they need to go. Access to information is also vital to participation in the community. It influences how we perceive and understand the world around us, including how we make decisions and advocate for our needs. Disability, language, income levels, literacy skills and age all influence how we access information.

We know that more needs to be done to ensure that our mobility options, public spaces, facilities, communications, events and programs are universally accessible.

A city for all is one in which everyone can get where they want to go with ease and can access the information they need.



Hobart households where a language other than English is spoken: 16 per cent	Hobart households that do not own a car: 10.7 per cent	Residents of Greater Hobart needing help in their day-to-day lives due to disability: 6 per cent	Year in which marriage equality was enacted into law: 2017
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#### CAPITAL CITY STRATEGIC PLAN: OUTCOME 2.2 STRATEGIES

- 2.2.1 Support people from all backgrounds and life experiences to participate in Hobart life.
- 2.2.2 Support and advocate for all people and communities to celebrate their histories and identities and encourage mutual understanding.
- 2.2.3 Provide and support activities and programs that celebrate diversity to reduce social isolation and build social cohesion.
- 2.2.4 Review and implement cross-cultural, diversity, equal access and other awareness and learning opportunities for staff.
- 2.2.5 Acknowledge and celebrate the value of volunteering and support further development of volunteer programs.
- 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.
- 2.2.7 Ensure all community members have the opportunity and capacity to access City of Hobart information, services and programs.







## PRIORITY AREA 3 – WELLBEING AND KNOWLEDGE

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### STRATEGIC PLAN OUTCOME 2.3

Hobart communities are active, healthy and engaged in lifelong learning.

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The conditions in which we are born, grow, live, learn, work and play all have an impact on our health and wellbeing. In Hobart, population trends are affecting the kinds of support people need. Hobart has an increasing older population, as well as an increasing prevalence of disability. Lifestyle factors such as physical activity levels and nutrition have major impacts on health and quality of life. Rates of mental illness are growing in our community, with increasingly complex presentations. We recognise the impacts of gambling, tobacco, alcohol and other drugs on individual and community wellbeing. As a destination city, it is important for us to balance the provision of vibrant opportunities to connect and celebrate, whilst helping our community make healthy choices and reduce potential harm to themselves and others.

Wellbeing is not just about healthcare, but about access to education, housing, transport, food, recreation and more. We also need health 'literacy' to understand how to look after our health and engage with the services we need. Service integration and coordination, along with a community that actively looks out for each other, are vital to preventing our community's most vulnerable people from 'falling through the cracks'. We believe in creating social and physical environments that support everyone to have a healthy life. We believe everyone should be able to access appropriate, timely and affordable services.

A city for all is one in which spaces, services and communities support physical and mental wellbeing.

Learning and applying skills and knowledge is a fundamental part of being human. The skills and knowledge we develop help shape who we are and guide how we contribute to society. A love of learning helps us to grow and adapt to changing environments and supports a healthy brain as we age. Fundamental skills, like literacy and numeracy, are core to getting stable employment and participating in education. For those with low-level skills, routine tasks can be a challenge. Digital literacy and access are increasingly integral to participation in society. Digital exclusion occurs when people are unable to access or use appropriate technologies, making it harder for them to participate in education, work or social opportunities.

Hobart is growing as a learning destination for students across the world and increasing numbers of these students are living and studying within the CBD. We know that learning, education, knowledge and skills are critical contributors to individual and community wellbeing. The more people are able to flourish in their learning, the better we will be able to meet the challenges of our shared future.

A city for all is one in which everyone has opportunities to engage in learning and has the capacity and skills to influence change.



Hobart residents engaged in formal education: 33.8 per cent	Dwellings in Hobart located within 400 metres of public open space: 99 per cent	8.4% of Hobartians don't do enough moderate to vigorous physical activity, and 55.5% do not do enough muscle building activity	Number of community initiatives supported through the City of Hobart Grants Program in 2020: 75
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#### CAPITAL CITY STRATEGIC PLAN: OUTCOME 2.3 STRATEGIES

- 2.3.1 Provide and progressively enhance a range of quality places and facilities where people can enjoy education, recreation, socialising, healthy living and other activities and events.
- 2.3.2 Progressively enhance the City's sporting and recreational infrastructure, including the Doone Kennedy Hobart Aquatic Centre.
- 2.3.3 Ensure the provision of quality play spaces offering a range of imaginative play alternatives.
- 2.3.4 Ensure neighborhoods, streets and public spaces help all people to be healthy and physically active.
- 2.3.5 Consider mental, physical and social health and wellbeing in the development of strategies, policies, projects and initiatives.
- 2.3.6 Celebrate Hobart's food culture and encourage an ecologically sustainable, resilient, healthy, equitable and economically viable food system.
- 2.3.7 Support accessible learning opportunities for people at all ages and stages of life.
- 2.3.8 Enhance relationships with educational institutions and community-based organisations.
- 2.3.9 Support citizen science and other community contributions to knowledge and innovation.





## PRIORITY AREA 4 – SAFETY AND RESILIENCE

### STRATEGIC PLAN OUTCOME 2.4

Hobart communities are safe and resilient, ensuring people can support one another and flourish in times of hardship.

As people, we need to feel a certain amount of safety in our lives in order to learn, grow, take healthy risks and participate in community life. Fears and concerns about safety can stop us from engaging at home, at work, in public spaces, in social groups and online. Fear can create social isolation and sow division between groups of people.

Part of feeling and being safe is having life's basic needs met. Needs such as food, water, shelter, employment, education, transport and free time are all part of creating a safe platform from which to respond to life's opportunities and challenges. The cost of living is growing faster than social security benefits and wage growth for low-income workers. This means that many struggle to cover the costs of housing, health, education, food, electricity and transport. This disparity can significantly impact the capacity of many people to participate in society.

Poverty and inequality are made worse by the rising cost of housing in Hobart. We know that communities need diverse housing types within local areas to provide homes for people of all ages and differing needs.

A city for all is one in which everyone feels safe and secure and can meet their basic needs.

Resilience is the ability to respond to shocks and stresses and recover from them. It requires a strong foundation at individual, family and community levels. Resilience comes from having mental, social, financial and other resources to draw upon in a crisis. Resilience in the natural environment is just as important.

The threat and occurrence of natural disasters, pandemics and other major crises is rising, with compounding effects on our community's wellbeing. We can prepare for crises, but we can't predict them. As such, having our basic, day-to-day needs met is a major contributor to whether we are able to bounce back during and after a crisis.

A city for all is one in which everyone supports each other and is prepared for crises.



Unemployment rate in Hobart: 3.8 per cent	Average household percentage of income spent on rent in Greater Hobart: 31 Per cent (least affordable capital city in Australia)	Percentage of people in Southern Tasmania who report feeling safe alone, in public, after dark: 59 per cent	Disaster resilience rating for Hobart: Moderate
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CAPITAL CITY STRATEGIC PLAN: OUTCOME 2.4 STRATEGIES

- 2.4.1 Develop and, when necessary, activate the City of Hobart Municipal Emergency Plan and Community Recovery Plan.
- 2.4.2 Support and implement initiatives to build resilience to emergencies, with a focus on those most vulnerable.
- 2.4.3 Protect and improve public and environmental health.
- 2.4.4 Prepare for and respond to pandemics by implementing the Public Health Emergency Management Plan.
- 2.4.5 Ensure that Hobart is a safe and liveable city by enhancing community and public safety and security, working in partnership with key stakeholders.
- 2.4.6 Deliver and support initiatives, activities and programs that build community resilience, wellbeing and safety.







## GOVERNANCE AND ACCOUNTABILITY

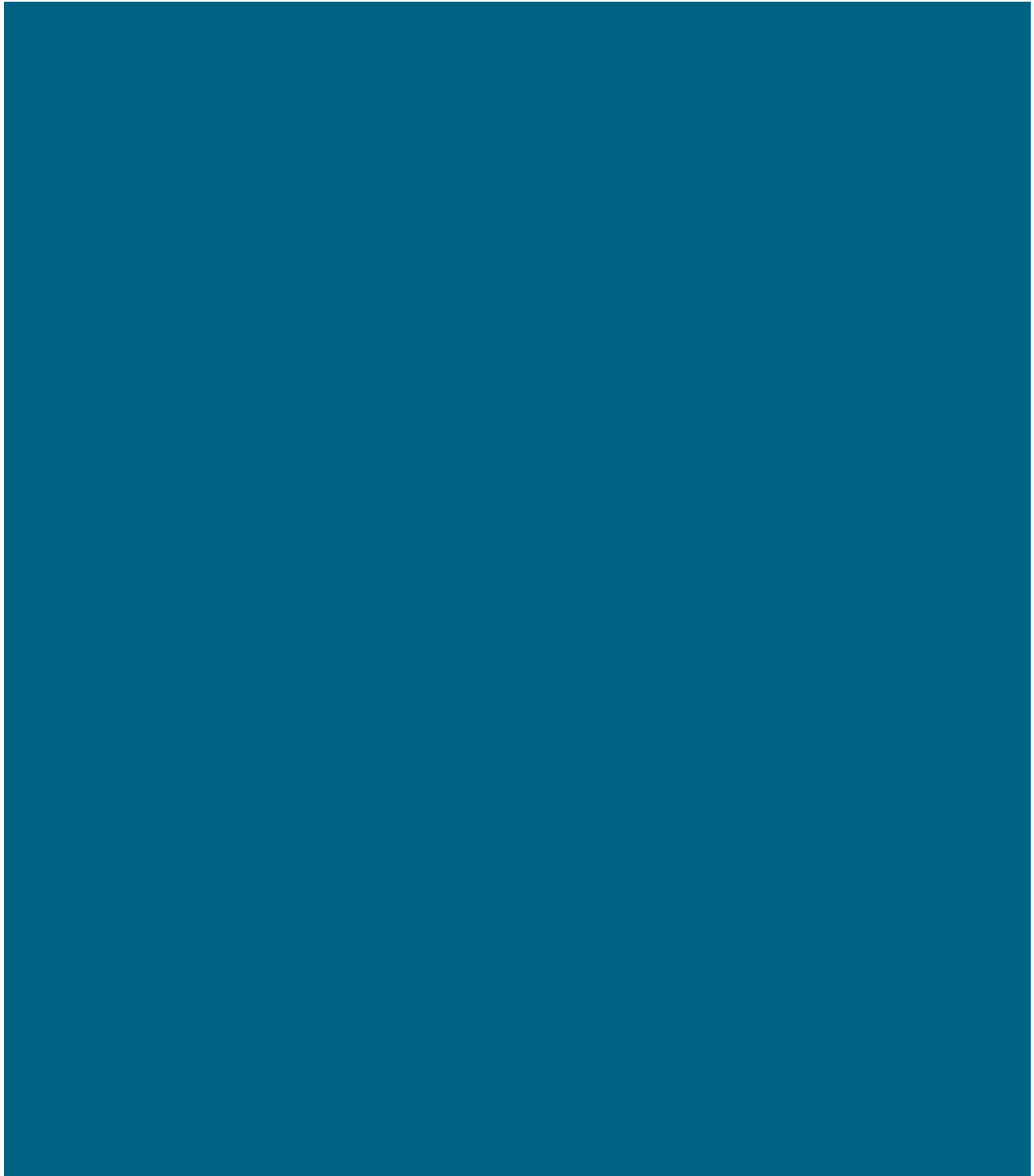
We are committed to being transparent and accountable in the delivery of the Community Inclusion and Equity Framework. We look to our community to guide us and provide feedback to strengthen our approach and delivery over time. To support this, we have two key accountability mechanisms to guide the delivery of the framework.

**INTERNAL MECHANISMS:** The City for All Working Group is made up of relevant staff from across all Divisions within the City of Hobart. This group monitors the organisation's compliance with the Social Inclusion Policy and progress against the Community Inclusion and Equity Framework.

**EXTERNAL MECHANISMS:** The Community Sector Reference Group includes people from all major community organisations in Hobart and community sector peak bodies. This group meets with City of Hobart staff quarterly to provide advice and input into the City's work in creating a city for all, including identifying emerging issues and appropriate responses. The group also provides feedback on the City's performance in relation to the framework and monitors progress against the strategies.

### Data Sources

- Australian Bureau of Statistics 2016 Census
- Australian Disaster Resilience Index January 2021
- City of Hobart
- Department of Police, Fire and Emergency Management Corporate Performance Report November 2020
- Rental Affordability Index December 2020
- State Growth Tasmania Economic Profile, June 2020
- Tasmanian Aboriginal Centre
- The State of Public Health Tasmania 2018



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City of Hobart

# Policy

**Title:** Social Inclusion

**Category:** Community Services and Events

**Date Last Adopted:** 12 October 2020

## 1. Objectives

To provide a policy position and set of guiding principles for the Council to support social inclusion across the organisation and reduce the risk of discrimination and exclusion.

The Policy demonstrates the Council's commitment to ensuring that each member of the community has the opportunity, choice and freedom to participate fully in the life of the City.

## 2. Background

The Policy was developed in response to community and staff engagement in the review of the Social Inclusion Strategy 2014–19 and builds upon the work delivered through the two previous Social Inclusion Strategies. The document provides a formal policy setting to guide the organisation.

## 3. Policy

### Policy Statement

In alignment with the Universal Declaration of Human Rights, the Council recognises the fundamental right of every individual to participate socially, culturally, economically, physically, spiritually and politically in society.

The Council acknowledges that each member of the community has their own set of strengths, skills and resources and that the contribution of these is of benefit to the whole community.



The Council recognises that not everyone's experience of our community is the same. We acknowledge the systemic barriers within the built, social and information environment that prevent people from thriving and contributing to society. Barriers include lack of employment opportunities, poverty, low literacy and numeracy, ill health, intimate and family violence, inadequate support services, stigma and discrimination and lack of housing affordability. These are challenges which the Council is committed to addressing through advocacy, partnership and direct action.

Council commits to building social inclusion and actively reducing discrimination on the ground of any attribute listed under section 16 of the Anti-Discrimination Act 1998. The Council commits to social inclusion and compliance with relevant anti-discrimination legislation in all aspects of council operations including strategic planning, service delivery, communications and design and delivery of public spaces.

#### 4. Guiding Principles

The City of Hobart commits to the following guiding principles, derived from pillar focus areas within *Hobart: A community vision for our island capital*, to guide the application of this Policy:

<b>Respect for Diversity</b>	Pillar focus area 2.2.3
<b>Social Justice</b>	Pillar focus areas 2.2.7 and 2.2.8
<b>Capacity Building</b>	Pillar focus area 2.4.5
<b>Equal Access</b>	Pillar focus areas 2.5.3 and 7.3.2
<b>Community Safety</b>	Pillar focus area 2.6.3
<b>Holistic Approach</b>	Pillar focus area 2.5
<b>Care and Resilience</b>	Pillar focus area 2.6.1
<b>Partnership and Collaboration</b>	Pillar focus area 8.2.3
<b>Proactive, Responsive Engagement</b>	Pillar focus areas 8.5.3 and 6.6.2

#### 5. Policy Scope and Implementation

The Policy applies to all City of Hobart Elected Members, employees, contractors and volunteers. The General Manager, Divisional Directors and Managers are responsible for ensuring alignment with the policy in all aspects of Council operations.

Implementation of the Policy is primarily delivered through the Social Inclusion Framework (under development) and underpinning Strategies and Community Commitments.

## 6. Legislation

### [Anti-Discrimination Act 1998 \(Tas\)](#)

Under the *Anti-Discrimination Act 1998 (Tas)*, it is discrimination when a person is treated less favourably than other people because they have a particular characteristic, such as their age, race, sex or disability. It is also discrimination when a person is disadvantaged compared to other people because they have a particular attribute. Attributes listed under the act are:

- Age
- Race
- Disability
- Irrelevant medical record
- Gender
- Gender identity
- Intersex variations of sex characteristics
- Breastfeeding
- Pregnancy
- Sexual orientation
- Relationship status
- Lawful sexual activity
- Marital status
- Family responsibilities
- Parental status
- Irrelevant criminal record
- Religious belief or affiliation
- Religious activity
- Political belief or affiliation
- Political activity
- Industrial activity
- Association with a person who has or is believed to have any of the other attributes.

### [Local Government Act 1993 \(Tas\)](#)

Division 2: 20. Functions and Powers

- (1) In addition to any functions of a council in this or any other Act, a council has the following functions:
  - (a) to provide for the health, safety and welfare of the community;
  - (b) to represent and promote the interests of the community;
  - (c) to provide for the peace, order and good government of the municipal area.
- (2) In performing its functions, a council is to consult, involve and be accountable to the community.

#### Other Relevant National Legislation

- [Racial Discrimination Act 1975](#)
- [Sex Discrimination Act 1984](#)
- [Australian Human Rights Commission Act 1986](#)
- [Disability Discrimination Act 1992](#)
- [Age Discrimination Act 2004](#)

## 7. Risk

Alignment with this policy is seen to reduce the Council's reputational and legal risk by ensuring compliance with State and Federal legislation and responding to the community's expectations as set out in the Community Vision.

## 8. Related Documents

The Social Inclusion Policy is supported by the Social Inclusion Framework (currently under development). The Framework sets out the City's role in Social Inclusion and key focus areas for action.

A suite of underlying strategies and community commitments outline specific actions and goals within these areas of focus.

This Policy directly responds to *Hobart: A community vision for our island capital* and the *Capital City Strategic Plan 2019-29*.

<b>Responsible Officer:</b>	Director Community Life
<b>Policy first adopted by the Council:</b>	12/10/2020
<b>History</b>	Not applicable
<b>Next Review Date:</b>	October 2021
<b>File Reference:</b>	F20/118603

**6.2 Community Commitments**  
**File Ref: F21/33659; 17/237**

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Report of the Community Participation Coordinator, Manager Community and Culture and the Acting Director Community Life of 22 April 2021 and attachments.

Delegation: Council



**REPORT TITLE: COMMUNITY COMMITMENTS**

**REPORT PROVIDED BY:** Community Participation Coordinator  
Manager Community and Culture  
Acting Director Community Life

**1. Report Purpose and Community Benefit**

1.1. The purpose of this report is to seek endorsement from the Council to release six draft community commitments for broad community engagement:

- *Community Safety Commitment 2021-23*
- *Equal Access Commitment 2021-23*
- *LGBTQI Commitment 2021-23*
- *Multicultural Commitment 2021-23*
- *Positive Ageing Commitment 2021-23*
- *Youth Commitment 2021-23*

1.2. The community commitments sit directly beneath *Hobart: A City for All: Community Inclusion and Equity Framework* providing the tangible deliverables for much of the City's work in creating an inclusive and equitable city.

**2. Report Summary**

2.1. Further to the Council's endorsement of the draft *Hobart: A City for All: Community Inclusion and Equity Framework* in March 2021, Council officers have been engaging with community partners to draft the subsequent suite of community commitments.

2.2. The community commitments outline the City of Hobart's commitment to inclusion and equity in Hobart within six key focus areas and include the tangible deliverables. Five of these are revisions of previous commitments or strategies. The LGBTQI Commitment is a new document developed as a result of feedback received during the engagement for the *Hobart: A City for All* framework.

2.2.1. It is noted that there is no longer a specific document relating to the Children and Families program area. This is a result of there no longer being specific resources allocated to this program area. The Youth Commitment has been expanded to capture some of the broader initiatives.

2.3. The City's Affordable Housing and Homelessness Commitment is also in the process of being drafted and will be provided for discussion at an Elected Member Workshop in May 2021.

- 2.4. Each of the commitments has been developed collaboratively with the City's community advisory groups, with a high level of input from stakeholders through tailored and responsive engagement.
- 2.5. The community commitment format allows for accessible and succinct documents with the capacity for regular review to ensure they are contemporary and responsive to emerging issues and trends.
  - 2.5.1. The suite of community commitments is designed to cascade down from the community vision, strategic plan and community inclusion and equity framework and will directly support these guiding documents.
- 2.6. The community commitments will guide the City's work in creating a city for all, with actions to support truth and reconciliation, participation and access, wellbeing and knowledge and safety and resilience.
  - 2.6.1. All work relating to the community commitments is undertaken within current budget allocations.
- 2.7. If endorsed, a broader community engagement process would be undertaken, including a further review of each of these documents from the City's community reference and advisory groups and online engagement delivered through Your Say Hobart.
- 2.8. A further report would be presented to the Council in June seeking final adoption of the community commitments.

### 3. Recommendation

***That:***

- 1. ***The Council endorse the following six draft community commitments for broad community engagement:***
  - (i) ***Community Safety Commitment 2021-23 (Attachment A)***
  - (ii) ***Equal Access Commitment 2021-23 (Attachment B)***
  - (iii) ***LGBTQI Commitment 2021-23 (Attachment C)***
  - (iv) ***Multicultural Commitment 2021-23 (Attachment D)***
  - (v) ***Positive Ageing Commitment 2021-23 (Attachment E)***
  - (vi) ***Youth Commitment 2021-23 (Attachment F)***
- 2. ***A further report be provided to the Council detailing the outcome of the community engagement and presenting the final documents for Council approval.***

#### 4. Background

- 4.1. The Council endorsed the draft *Hobart: A City for All – Community Inclusion and Equity Framework (the framework)* to be released for public comment at its meeting of 9 March 2021.
  - 4.1.1. The final framework is included on the agenda for this Community, Culture and Events Committee meeting for final endorsement following broad engagement.
- 4.2. In parallel with the development of *Hobart: A City for All*, City of Hobart officers have worked with community partners to develop a suite of community commitments.
  - 4.2.1. The community commitments outline the City of Hobart's commitment to inclusion and equity in Hobart within six key focus areas and include the tangible deliverables.
  - 4.2.2. Five of these community commitments are revisions of previous commitments or strategies. The LGBTQI Commitment is a new document.
- 4.3. The community commitment format allows for accessible and succinct documents with the capacity for regular review to ensure they are contemporary and responsive to emerging issues and trends.
- 4.4. The community commitments align with the new *Hobart: A City for All - Community Inclusion and Equity Framework* and with the other community commitments.

#### Community Safety Commitment 2021-23

- 4.5. The Community Safety Commitment 2019-20 was endorsed by the Council in February 2019 following a review of the Safety Strategy 2004.
  - 4.5.1. The Community Safety Commitment has received strong positive feedback from stakeholders and community members and has proved to be a flexible, adaptive and sound guiding document for our work in community safety.
  - 4.5.2. This commitment was scheduled for review in 2021 and the document has been updated with input from community safety partners and stakeholders.
  - 4.5.3. A new suite of initiatives and goals are included in the commitment for delivery over the following two years. These deliverables have been developed based on feedback from engagement and in line with the *Capital City Strategic Plan 2019-29*.

**Equal Access Commitment 2021-23**

- 4.6. The City of Hobart developed its first Equal Access Action Plan in 1998. Subsequent strategies have guided work over the years with the most recent being the Equal Access Strategy 2014-19.
  - 4.6.1. The Equal Access Strategy has worked to ensure that the City responds to all the relevant United Nations declarations relating to the rights of people with a disability and meets its requirements under the *Commonwealth Disability Discrimination Act 1992*, (DDA) and the *Tasmanian Anti-Discrimination Act 1999*, as a provider of goods and services and as an employer.
  - 4.6.2. During 2020 and 2021 Equal Access Strategy has been reviewed with input from the Access Advisory Committee, community partners and stakeholders.
    - 4.6.2.1. Engagement included input from people with lived experience including members from the Hobart Access Advisory Committee and diverse voices from disability and community organisations.
    - 4.6.2.2. Engagement tools included a community forum held at the Town Hall, surveys emailed to the Hobart Access Advisory Committee, service providers, advocacy groups, peak bodies and government agencies and an internal forum for City of Hobart staff.
  - 4.6.3. A new suite of initiatives and goals are included in the commitment for delivery over the following two years. These deliverables have been developed based on feedback from engagement and in line with the *Capital City Strategic Plan 2019-29*.

**LGBTQI Commitment 2021-23**

- 4.7. During early engagement on the draft Community Inclusion and Equity Framework, a number of community sector representatives requested that the City of Hobart consider the development of a specific LGBTQI Commitment to sit alongside the other community commitments that support the framework.
  - 4.7.1. It is acknowledged that as the City has a suite of guiding documents for work with specific community cohorts who face additional barriers to participation, the lack of an LGBTQI Commitment is a gap.

- 4.7.2. There was a strong acknowledgment from those providing feedback that the City is currently leading on LGBTQI inclusion, and delivering on community expectations. There was not a call for us to commit additional resources to this work, but rather to formalise the work that is already happening and by doing so, make a statement of support to this often marginalised community.
- 4.7.3. Based on this feedback and ongoing engagement with community partners, an LGBTQI Commitment has been drafted for the consideration of the Council.
- 4.7.4. A suite of initiatives and goals are included in the commitment for delivery over the following two years. These deliverables have been developed based on feedback from engagement and in line with the *Capital City Strategic Plan 2019-29*.
- 4.7.5. The LGBTQI commitment builds upon existing work, formalising our approach and creating a visible statement of support.

#### **Multicultural Commitment 2021-23**

- 4.8. The City of Hobart has been actively working to create a more welcoming and inclusive city for multicultural communities for many years. The Multicultural Strategy 2014-19 has guided this work in recent years.
  - 4.8.1. During 2020 and 2021 engagement has been undertaken to update the previous strategy with input from the Networking for Harmony Multicultural Advisory Group, community partners and stakeholders.
  - 4.8.2. Engagement mechanisms for the development of this commitment included:
    - a workshop with 20 diverse participants providing input into current issues facing multicultural communities and priorities for action by Council
    - a Cultural Communities Roundtable with 40 participants identifying impacts of the COVID-19 pandemic on multicultural communities in Southern Tasmania and desired responses, and
    - a focus group on the draft commitment with four multicultural leaders engaging deeply on the content, language and format of the commitment.

- 4.8.3. A new suite of initiatives and goals are included in the commitment for delivery over the following two years. These deliverables have been developed based on feedback from engagement and in line with the *Capital City Strategic Plan 2019-29*.

### **Positive Ageing Commitment 2021-23**

- 4.9. The City of Hobart implements a range of initiatives and programs that support and encourage positive ageing in Hobart. The positive ageing approach focuses on an individual's quality of life and encourages continuing participation in all aspects of community life.
- 4.9.1. The Positive Ageing Strategy 2014-19 was the third strategy of its kind for Hobart and has guided work in recent years.
- 4.9.2. During 2020 and 2021 engagement has been undertaken to update the previous strategy in partnership with the community sector and the Hobart Older Persons' Reference Group.
- 4.9.3. A new suite of initiatives and goals are included in the commitment for delivery over the following two years. These deliverables have been developed based on feedback from engagement and in line with the *Capital City Strategic Plan 2019-29*.

### **Youth Commitment 2021-23**

- 4.10. The City of Hobart has been actively working to create a safe and inclusive city for young people for many years. The Youth Strategy 2014-19 has guided work in recent years.
- 4.10.1. Extensive engagement with young people and the youth sector was undertaken during 2020 and 2021. This included:
- workshops with young advocates and leaders engaged in the Youth Advisory Squad
  - a workshop with the Youth Action Priorities Network
  - surveys of young people at Youth ARC
  - 'street chats' with young people in the city, and
  - focus groups with external services reference groups and key partners.
- 4.10.2. Feedback from these engagement opportunities has informed the approach, format and content of the Youth Commitment and the underpinning Community Inclusion and Equity Framework and guides the work of the City of Hobart in relation to young people.



- 4.10.3. A new suite of initiatives and goals are included in the commitment for delivery over the following two years. These deliverables have been developed based on feedback from engagement and in line with the *Capital City Strategic Plan 2019-29*.

## **5. Proposal and Implementation**

- 5.1. If endorsed, a broader community engagement process will be undertaken, including a further review of each of these documents from the City's community reference and advisory groups and online engagement delivered through Your Say Hobart.
- 5.2. A further report will be presented to Council in June seeking final adoption of the community commitments.

## **6. Strategic Planning and Policy Considerations**

- 6.1. The suite of Community Commitments are designed to cascade down from the community vision, strategic plan and community inclusion and equity framework and will directly support these guiding documents.
- 6.1.1. The documents all take their guiding principles directly from *Hobart: A Community Vision for our Island Capital*.
- 6.1.2. All deliverables included in the community commitments are aligned with *Hobart: A City for All - Community Inclusion and Equity Framework* which was specifically aligned with Pillar 2: *Community Inclusion, participation and belonging*.

## **7. Financial Implications**

- 7.1. Funding Source and Impact on Current Year Operating Result
- 7.1.1. There is no financial impact from this report. All work relating to the community commitments is undertaken within current budget allocations.
- 7.2. Impact on Future Years' Financial Result
- 7.2.1. There is no anticipated future financial impact directly arising from this report.
- 7.3. Asset Related Implications
- 7.3.1. There are no asset related implications.

## **8. Legal, Risk and Legislative Considerations**

- 8.1. The community commitments support the City's obligations under the Tasmanian Local Government Act which says that the role of local government is:
- (a) to provide for the health, safety and welfare of the community;
  - (b) to represent and promote the interests of the community; and
  - (c) to provide for the peace, order and good government of the municipal area.
- 8.2. The commitments are likely to reduce the City's reputational risk as they deliver upon the community's expectations as articulated in *Hobart: A Community Vision for our Island Capital*.

## **9. Environmental Considerations**

- 9.1. The suite of commitments promote community resilience and capacity building and are aligned with the community principles of the Sustainable Hobart Action Plan 2020-25.

## **10. Social and Customer Considerations**

- 10.1. The community commitments respond directly to community aspirations as articulated in the vision and through the input of the City's community advisory groups and networks.
- 10.1.1. The documents guide the City's work in creating a city for all and include actions to support truth and reconciliation, participation and access, wellbeing and knowledge and safety and resilience.

## **11. Marketing and Media**

- 11.1. The community commitments support the City to better communicate the role of Local Government in community inclusion and equity.
- 11.2. Broad community engagement will provide another opportunity to highlight the importance and value of having a city where all community members are valued and are able to participate in community life.
- 11.2.1. Opportunities for media exposure will be maximised following the endorsement of the draft commitments.

## 12. Community and Stakeholder Engagement

- 12.1. Highly tailored and responsive engagement was undertaken to inform the approach, format and content within each of the community commitments.
- 12.2. Engagement methods were designed to build engagement and ownership with key internal and external stakeholders and effectively inform the development of the commitments.
  - 12.2.1. City of Hobart advisory and reference groups were instrumental in developing each of these commitments. These groups collaborated on the content, format and approach of the commitments, many over multiple engagement opportunities.
  - 12.2.2. Other engagement mechanisms ranged from 'street chats' with young people in public space, to Town Hall forums and surveys.
  - 12.2.3. What was heard during engagement has been summarised in each of the community commitments attached to this report.

## 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**








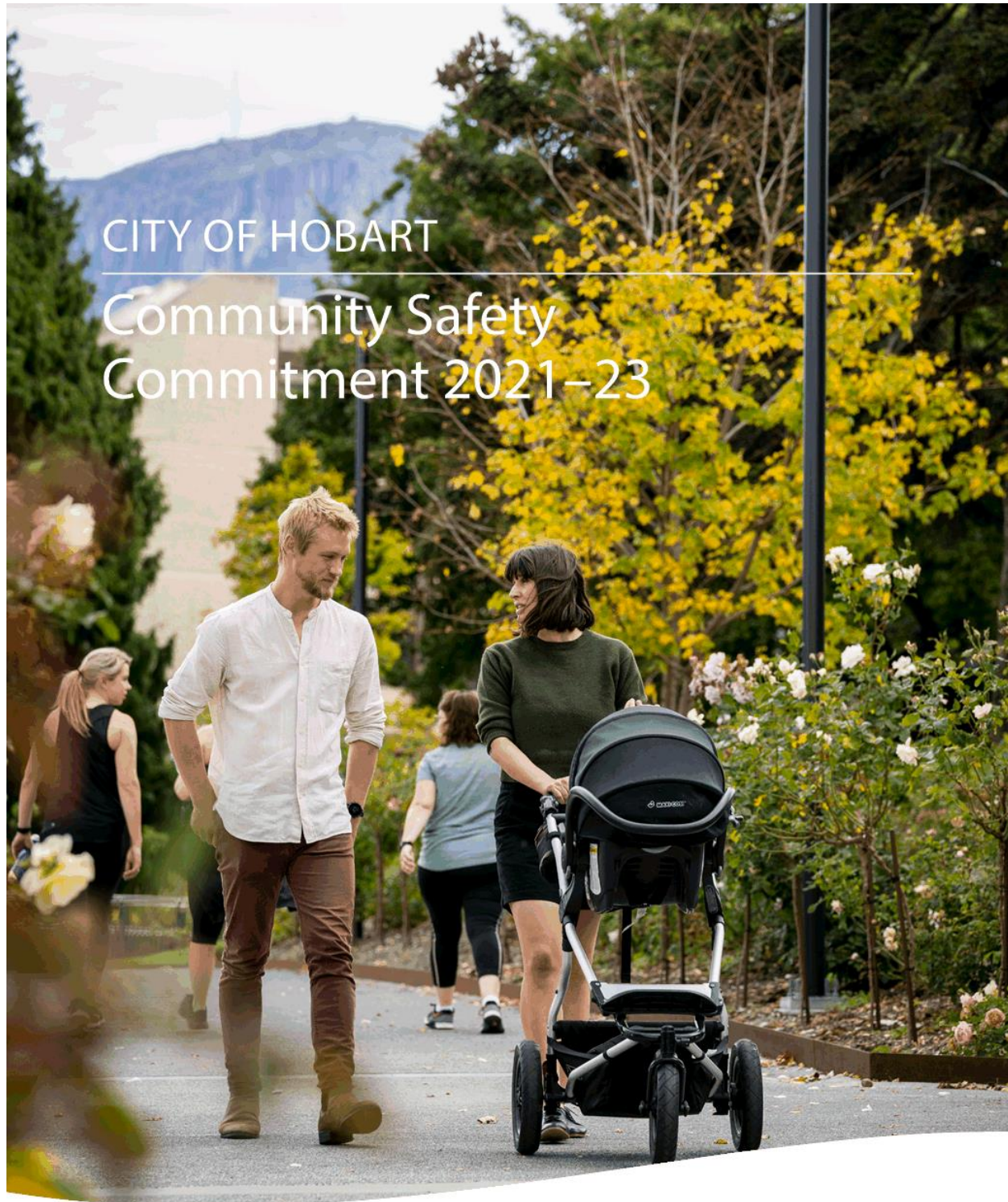
Kimbra Parker  
**MANAGER COMMUNITY AND  
CULTURE**



Iris Goetzki  
**ACTING DIRECTOR COMMUNITY LIFE**

Date: 22 April 2021  
File Reference: F21/33659; 17/237

- Attachment A: Community Safety Commitment 2021-23 ↓ 
- Attachment B: Equal Access Commitment 2021-23 ↓ 
- Attachment C: LGBTQI Commitment 2021-23 ↓ 
- Attachment D: Multicultural Commitment 2021-23 ↓ 
- Attachment E: Positive Ageing Commitment 2021-23 ↓ 
- Attachment F: Youth Commitment 2021-23 ↓ 



City of **HOBART**



## ACKNOWLEDGMENT

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 Aboriginal people 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.

## SOCIAL INCLUSION POLICY STATEMENT

In alignment with the Universal Declaration of Human Rights, the Council recognises the fundamental right of every individual to participate socially, culturally, economically, physically, spiritually and politically in society.

The Council acknowledges that each member of the community has their own set of strengths, skills and resources and that the contribution of these is of benefit to the whole community.

The Council recognises that not everyone's experience of our community is the same. We acknowledge the systemic barriers within the built, social and information environment that prevent people from thriving and contributing to society. Barriers include lack of employment opportunities, poverty, low literacy and numeracy, ill health, intimate and family violence, inadequate support services, stigma and discrimination and lack of housing affordability. These are challenges which the Council is committed to addressing through advocacy, partnership and direct action.

Council commits to building social inclusion and actively reducing discrimination on the ground of any attribute listed under section 16 of the Anti-Discrimination Act 1998. The Council commits to social inclusion and compliance with relevant anti-discrimination legislation in all aspects of council operations including strategic planning, service delivery, communications and design and delivery of public spaces.

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City of Hobart Community Safety Commitment 2021-2025

## OUR COMMITMENT TO COMMUNITY SAFETY

Hobart is a beautiful, liveable and safe city. 'Our city feels friendly and safe, but we know not everyone experiences our city this way, and we could do better' (Identity Statement 3.4\*).

We aspire to be A City for All, in which everyone feels safe and secure and can meet their basic needs.

The City of Hobart has an active role in working with community and businesses to improve the safety and perceptions of safety within our City. Community safety priorities and actions have been developed over many years in conjunction with our community safety partners. The first Community Safety Strategy was created in 2004, with several updates since then. The most recent iteration is the Community Safety Commitment (the commitment), which was developed in 2019 and reviewed in 2021.

This revised commitment reflects the community's aspirations articulated through the Community Vision, providing a framework from which to examine community safety. The commitment outlines key partnerships and focus areas and sets out clear goals and priorities for action. The City of Hobart makes this commitment in the knowledge that when people are connected to their community, they hear their community and care for their community, making it a safer place for everyone.

When people consider things that affect their personal safety, they invariably think about local issues that have a direct impact on their daily lives. Law and order responses are often provided as community safety solutions. In some instances they are the best option, but often the most effective way to improve the safety of the community is to respond to the social drivers of crime. These social drivers are where local government has an especially important role to play in keeping the community safe.

The Community Safety Commitment describes the actions and initiatives we undertake with our many partners to work toward that aspiration of everyone in our community feeling protected from harm. However, when it comes to safety, everyone has a role to play.

# OUR ORGANISATION

The City of Hobart mission:

Working together to make  
Hobart a better place for the  
community

The Community Safety Commitment strongly aligns with the broader strategic framework of the organisation and responds directly to the Community Vision and Strategic Plan. Hobart: A City for All, the City of Hobart's Community Inclusion and Equity Framework, describes the City's approach and role in creating a city for all and provides the framework that underpins our work in community safety. This commitment in turn guides action within specific annual and unit plans.





## GUIDING PRINCIPLES

Hobart: A community vision for our island capital, 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 expectation for action in relation to safety in the city and provides a strong

mandate for delivery of this Community Safety Commitment.

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

Our city feels friendly and safe – but we know not everyone experiences our city this way, and we could do better.

Identity Statement 3.4

We create and retain spaces where people feel connected with Hobart, each other and the environment, where we are safe, engaged and inspired.

Pillar 1.3.3

We recognise and face inequalities, poverty and disadvantage in our communities.

Pillar 2.2.7

Diversity in culture, nationality, ethnicity, race, gender, sexuality, ability, age, body, family, recreation, profession, personal strengths, income level, language, education, life experiences and more make up each of us and, together, make up our city. We recognise and embrace the rich complexity diversity brings to our lives—we are all part of creating Hobart's identity.

Pillar 2.2.3

Our connections are one of our biggest assets, and we encourage each other to build strong networks between people, businesses, education and government. We connect industry sectors with jobseekers. We enable clever and resourceful people to find each other and collaborate.

Pillar 4.4.1

We make Hobart the most inclusive city in the world, a city that welcomes all.

Pillar 2.2.1

Hobart's isolation and scale have required resilience. We know that future challenges will demand that we work hard and work together. But we are our best selves in times of adversity and vulnerability. We are caring, helpful and supportive of everyone at all times but especially when things get tough. We flourish in times of hardship.

Pillar 2.6.1





## WORKING IN PARTNERSHIP

We use our connections and networks to enable participation in civic life. Our strong partnerships support collaboration across councils, community organisations, businesses and other levels of government.

The City of Hobart draws upon our reference and advisory groups to guide program planning and delivery. These groups are integral to our work, providing advice and perspective and partnering actively on projects.

The Community Sector Reference Group provides high level partnership on a range of inclusion and equity initiatives and is supported by advisory groups directly relating to community safety:

- Late Night Precinct Stakeholder Group
- Hobart Retailers Safety and Security Group

The City of Hobart continues to build upon existing partnerships whilst creating new strategic partnerships to enable cohesive, collaborative responses to our local challenges.

Key partners include:

- Alcohol, Tobacco and other Drugs Council
- Bicycle Network of Tasmania
- Business community
- Capital Cities Council of Lord Mayors, Safe Cities Network
- Crime Stoppers
- Department of Police, Fire and Emergency Management
- Drug Education Network
- Equal Opportunity Tasmania
- Greater Hobart Councils
- Department of Treasury and Finance - Liquor and Gaming Unit
- Department of Health
- Hobart Women's Shelter
- Lifeline Tasmania
- Local security companies
- Mental Health Council of Tasmania
- Our Watch
- Salvation Army
- St John Ambulance Tasmania
- Waterfront Business Community



## PRIORITY AREAS FOR ACTION

In alignment with the Capital City Strategic Plan 2019–29 and the Community Inclusion and Equity Framework, the City commits to actions under the following four priority areas:

### TRUTH AND RECONCILIATION

Strategic Plan Outcome 2.1

Hobart is a place that recognises and celebrates Tasmanian Aboriginal people, history and culture, working together towards shared goals.



### PARTICIPATION AND ACCESS

Strategic Plan 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.



### WELLBEING AND KNOWLEDGE

Strategic Plan Outcome 2.3

Hobart communities are active, healthy and engaged in lifelong learning.



### SAFETY AND RESILIENCE

Strategic Plan Outcome 2.4

Hobart communities are safe and resilient, ensuring people can support one another and flourish in times of hardship.



These priority areas are used to structure our actions in regards to Community Safety.



## ACTION PLAN

### CURRENT AND ONGOING ACTIONS

Working collaboratively with community partners on initiatives that support the prevention of violence against women and their children with a focus on public advocacy and gendered drivers of violence.

Continue to facilitate the Safer Nights Partnership Program in partnership with waterfront businesses, State Government, Tasmania Police, Salvation Army, Tasmanian Hospitality Association, St Johns Ambulance and the taxi industry to improve safety and wellbeing late at night in the waterfront precinct. As the City's contribution to the partnership, continue to fund the provision of security at the secure taxi rank and Salamanca Square toilets on a Friday and Saturday night.

Convene the Hobart Retailers Safety and Security Group, bringing together business, police and community services to discuss concerns and issues being experienced by businesses and working collaboratively on solutions.

Provide community groups and community organisations the opportunity to promote community health and safety messages through the public toilets awareness campaign.

Deliver the Safer Communities Grant funded program over three years. Lighting upgrades, improvements to CCTV and modernising vehicle bollards will contribute to greater community resilience and wellbeing by addressing crime and anti-social behavior in Hobart whilst improving perceptions of safety.

Improve resident and visitor safety by maintaining existing and developing additional security infrastructure through the development of a Security Infrastructure Asset Management Plan. Work to ensure an ethical and transparent network of security features in accordance with State and Federal law and collaborate with Tasmania Police to identify key sites for improvement.

Further develop the City's ability to respond to and recover from emergency events through training and development of the City's emergency response volunteers, and continuous improvement of establishment of evacuation and recovery centers and facilities.

Continue to actively participate in the CCCLM Safe Cities Network in order to obtain learnings from other cities and ensure best practice of approach.



#### NEW INITIATIVES AND GOALS

Utilise the Our Watch Local Government Toolkit to design and implement violence prevention activities, working with community partners to promote respect and work toward the elimination of violence against women and their children.

Recognise and promote specific initiatives such as Ochre Ribbon Week, LGBTQ Domestic Violence Awareness Day; and International Day for the Elimination of Violence Against Women.

Work with community partners and businesses in the Brooke / Despard Street Precinct to examine opportunities for continued support of the Safer Nights Program initiative. Consider opportunities to expand this program if required.

Expand the Hobart Respects All initiative by involving other priority populations to promote inclusion and respect whilst challenging harassment, discrimination and violence based on a personal attribute.

Within our sphere of influence, advocate on issues that assist in reducing the overrepresentation of Aboriginal people in youth and adult justice and preventing Aboriginal deaths in custody.

Complete the revision of the City of Hobart Community Recovery Plan to guide the City in community recovery.

Partner with City of Hobart Bushlands Unit to initiate a new series of social outdoor activities targeted at multicultural community members and new arrivals.

Promote culturally significant dates via social media for public awareness and knowledge.









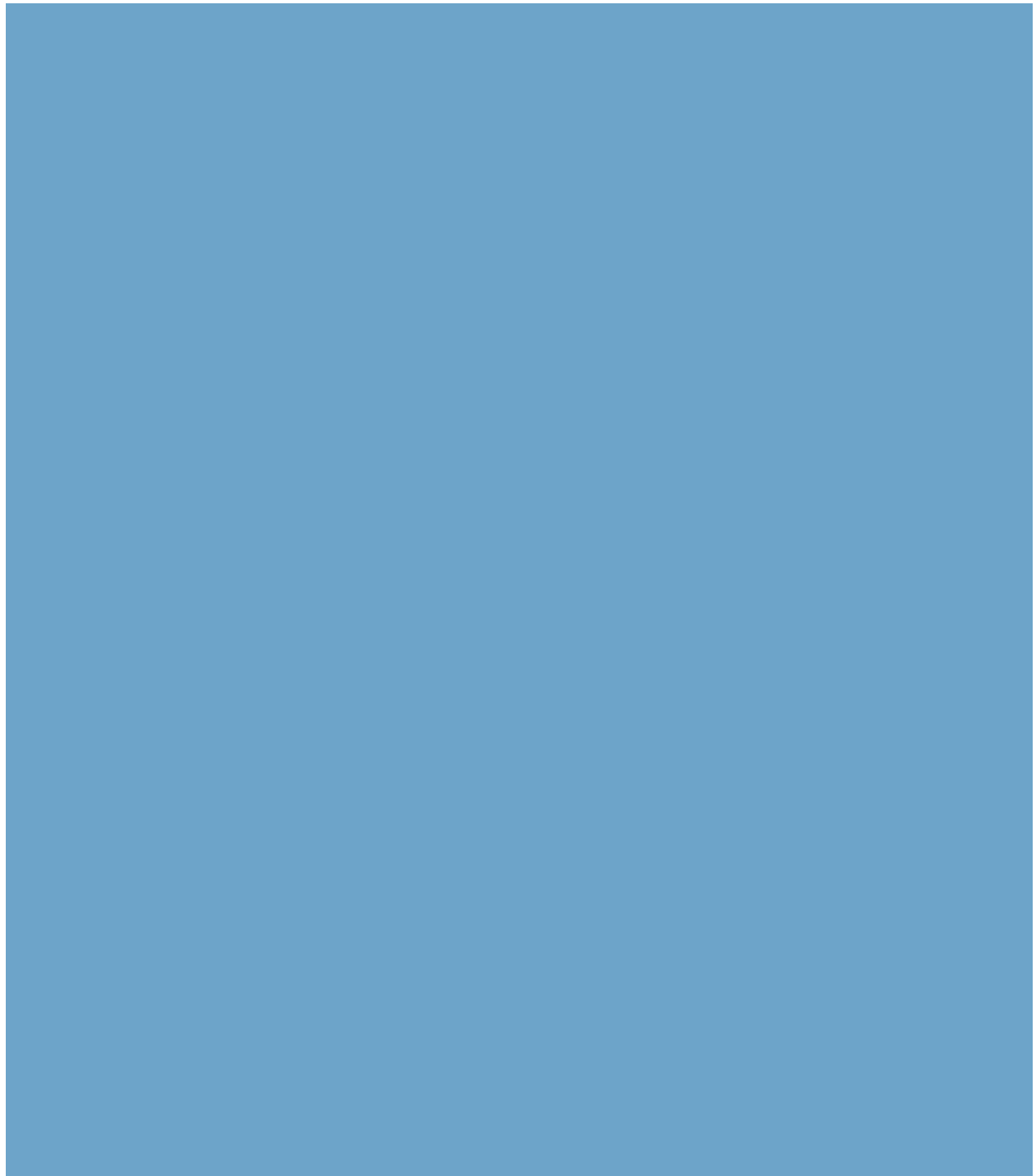
## GOVERNANCE AND REVIEW

We are committed to being transparent and accountable in the delivery of the Community Safety Commitment. We look to our community to guide us and provide feedback to strengthen our approach and delivery over time. To support this commitment, we have mechanisms to guide the delivery and review of the commitment and to measure the effectiveness of the action plan in addressing community safety:

- Community Sector Reference Group  
- includes representatives from major community organisations in Hobart and the sector peak bodies. This group meets with City of Hobart officers quarterly to provide advice and input into the City's work, including identifying emerging issues and appropriate responses. The group also provides feedback on the City's performance in relation to the Community Inclusion and Equity Framework and monitors progress against the suite of community commitments.
- Inclusion and Equity Reference Group  
- this internal group is made up of diverse City of Hobart staff from across the organisation who meet quarterly to support the delivery of the Community Inclusion and Equity framework and monitor progress against the suite of community commitments. Members of the Inclusion and Equity Reference Group also work to drive inclusion and equity action within their scope of influence.

- Safety Stakeholder Groups: the Late Night Precinct Stakeholders and Hobart Retailers Safety and Security Groups have been convened to respond to current safety concerns in Hobart. These groups provide input and guidance to the City of Hobart and are supported to take collaborative action in response to issues and concerns. Feedback and insights from these groups informs the delivery and review of the Community Safety Commitment.

Progress against the Community Safety Commitment will be reviewed regularly by the above groups with input from the broader community. The commitment will be updated every two years, to respond to community input and ensure currency.



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City of HOBART

## ACKNOWLEDGMENT

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 Aboriginal people 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.

## SOCIAL INCLUSION POLICY STATEMENT

In alignment with the Universal Declaration of Human Rights, the Council recognises the fundamental right of every individual to participate socially, culturally, economically, physically, spiritually and politically in society.

The Council acknowledges that each member of the community has their own set of strengths, skills and resources and that the contribution of these is of benefit to the whole community.

The Council recognises that not everyone's experience of our community is the same. We acknowledge the systemic barriers within the built, social and information environment that prevent people from thriving and contributing to society. Barriers include lack of employment opportunities, poverty, low literacy and numeracy, ill health, intimate and family violence, inadequate support services, stigma and discrimination and lack of housing affordability. These are challenges which the Council is committed to addressing through advocacy, partnership and direct action.

Council commits to building social inclusion and actively reducing discrimination on the ground of any attribute listed under section 16 of the Anti-Discrimination Act 1998. The Council commits to social inclusion and compliance with relevant anti-discrimination legislation in all aspects of council operations including strategic planning, service delivery, communications and design and delivery of public spaces.



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## OUR COMMITMENT TO EQUAL ACCESS

The City of Hobart is committed to building inclusive, strong and healthy communities through the celebration of diversity and participation in community life, by making services, programs and facilities accessible for people of all ages and abilities. This Equal Access Commitment outlines key partnerships, focus areas and priority action for 2021–23.

The first Equal Access Strategy and Action Plan was developed in 1998. Since that time, the City of Hobart has reviewed and developed subsequent strategies to support and enhance everyone's capacity to participate fully in community life by:

- recognising the fundamental right of all people of Hobart to have the opportunity to participate fully socially, culturally, economically, physically and politically in the life of their community
- ensuring that the needs and aspirations of community members regardless of age, ability, identity or background are addressed in partnership with other key stakeholders
- engaging the community as identifiers of community needs and aspirations and participators in the responses, through community capacity building
- identifying and understanding the underlying causes of social exclusion and giving priority to supporting early intervention and prevention approaches
- improving access to facilities, services, programs, activities, events, information and employment
- ensuring the City of Hobart's practices, policies and procedures actively build social inclusion and do not contribute to social barriers

- utilising a whole-of-organisation approach to address the barriers that exclude people from full participation in community life through the implementation of the Community Inclusion and Equity Framework
- encouraging changes to physical and social environments that improve access and equity and enhance community participation.

Work over the past two decades has been guided by the City of Hobart Equal Access strategies and has included:

- delivering and supporting community events for International Day of People with Disability
- providing input into planning for Council works and upgrades for buildings and streetscapes
- developing a Kinetic Hobart platform to celebrate inclusion through performance
- engaging with people with lived experience on access-related projects via the Hobart Access Advisory Committee
- providing input into the planning and review of accessibility features for all major City of Hobart events
- providing creative opportunities for all-ability artists and performers through the hosting of an annual art exhibition, Ability to Create
- supporting disability and community programs and activities through the City of Hobart grants program.

This Equal Access Commitment (the commitment) has been developed in response to the aspirations of community as heard during the engagement process. Details of the engagement process are provided on page 8.



# OUR ORGANISATION

The City of Hobart mission:

Working together to make  
Hobart a better place for the  
community

The Equal Access Commitment strongly aligns with the broader strategic framework of the organisation and responds directly to the Community Vision and Strategic Plan. Hobart: A City for All, the City of Hobart's Community Inclusion and Equity Framework, describes the City's approach and role in creating a city for all and provides the framework that underpins our work within Equal Access. This commitment in turn guides action within specific annual and unit plans.



## GUIDING PRINCIPLES

Hobart: A community vision for our island capital, 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 expectation for action in relation to access for all in the city and provides a

strong mandate for delivery of this Equal Access Commitment.

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

We make Hobart the most inclusive city in the world, a city that welcomes all.

Pillar 2.2.1\*

People with a disability are afforded the same opportunities to participate fully in community life, regardless of physical or mental capabilities.

Pillar 2.2.5\*

We are all sincerely valued. We respect each other. We all have the chance to belong.

Pillar 2.2.10\*

Diversity in culture, nationality, ethnicity, race, gender, sexuality, ability, age, body, family, recreation, profession, personal strengths, income level, language, education, life experiences and more make up each of us and, together, make up our city. We recognise and embrace the rich complexity diversity brings to our lives—we are all part of creating Hobart's identity.

Pillar 2.2.3\*

We recognise and face inequalities, poverty and disadvantage in our communities.

Pillar 2.2.7\*

Our natural and built spaces and facilities enable activity and support and enhance our health and wellbeing.

Pillar 2.5.3\*

We support each other to have our needs met and flourish. We all have opportunities to access and contribute to Hobart life.

Pillar 2.2.8\*

Our infrastructure, services and other aspects of our built environment support equal access for all.

Pillar 7.3.2\*

## WORKING IN PARTNERSHIP

We use our connections and networks to enable participation in civic life. Our strong partnerships support collaboration across councils, community organisations, businesses and other levels of government.

The City of Hobart draws upon our reference and advisory groups to guide program planning and delivery. These groups are integral to our work, providing advice and perspective and partnering actively on projects.

The Community Sector Reference Group provides high level partnership on a range of inclusion and equity initiatives and is supported by advisory groups directly relating to equal access:

### HOBART ACCESS ADVISORY COMMITTEE

The Hobart Access Advisory Committee provides advice and assistance to the City of Hobart on matters related to access and comprises representatives, community members and support people from the following groups who have an interest in access issues in the City:

- people with physical, sensory, intellectual and psychological disability
- older people
- people from other cultural backgrounds (people of Non-English Speaking background, Indigenous people and Torres Strait Islanders)
- advocates for children and families
- relevant public sector agencies.

The City of Hobart continues to build upon existing partnerships whilst creating new strategic partnerships to enable cohesive, collaborative responses to our local challenges.

Key partners include:

- Langford Support Services
- Life Without Barriers
- Possability
- Visability
- Mosaic Support Services
- Second Echo Ensemble
- Inclusive Creatives
- Disability Voices Tasmania
- Volunteering Tasmania
- Li-Ve Tasmania
- The Parkside Foundation
- MS Tasmania
- Expression Australia
- Migrant Resource Centre
- Autism Tasmania
- Down Syndrome Tasmania
- Association of Children with Disability
- Migrant Resource Centre
- Multicultural Council of Tasmania
- Department of State Growth Tasmania
- Variety Tasmania
- New Horizons
- TADtas
- COTA
- National Disability Insurance Scheme
- Tasmanian Council of Social Services Inc.
- The Parkside Foundation
- Guide Dogs Tasmania

## COMMUNITY INPUT

The Equal Access Commitment has been developed in response to targeted engagement and research. The results have informed the approach, format and content of both this commitment and the underpinning Community Inclusion and Equity Framework.

For the review of the Equal Access Strategy 2014-19 and the development of the Equal Access Commitment, engagement was undertaken with a range of community members and agencies.

Key groups included community groups, advocacy groups and peak bodies, government agencies and the City of Hobart's Access Advisory Committee. During the review process, the context for discussions included the current level of resourcing, current financial constraints, the activities currently being undertaken by the City of Hobart and the City's social inclusion roles.

### INTERNAL ENGAGEMENT

- input from Hello Hobart business engagement, Community Development (Multicultural, Aboriginal, Youth and Positive Ageing portfolios), City Mobility, Grants and Community Activation.

### COMMUNITY ENGAGEMENT

- input from people with lived experience including members from the Hobart Access Advisory Committee
- diverse voices including participation from disability and community organisations.

### THE REVIEW PROCESS INCLUDED:

- A community forum held at Town Hall targeting the Hobart Access Advisory Committee and community agencies.
- Surveys emailed to the Hobart's Access Advisory Committee, service providers, advocacy groups, peak bodies and government agencies.
- An internal forum held at Town Hall targeting roles within the City of Hobart who are strategically aligned with the Equal Access Commitment.

### What we heard:

There was a strong collective preference (from groups and individuals involved throughout the engagement process) in favour of retaining focus areas from the 2014-19 Equal Access Strategy.

Each session provided participants with the opportunity to brainstorm in a large group and then in smaller groups, where the focus was on further exploring current and emerging access issues.

Both the internal and community engagement sessions offered the opportunity for participants to discuss the short and long-term actions, with consideration given to roles, resources and opportunities for collaboration.

As a result of this feedback and research, the following key access challenges were identified:

- participation opportunities – social, cultural, recreational and consultative opportunities
- accessible buildings, infrastructure and streetscapes
- access to parking and transport
- accessible information
- disability awareness.



## PRIORITY AREAS FOR ACTION

In alignment with the Capital City Strategic Plan and Community Inclusion and Equity Framework, the City commits to actions under the following four priority areas:

### TRUTH AND RECONCILIATION

Strategic Plan Outcome 2.1

Hobart is a place that recognises and celebrates Tasmanian Aboriginal people, history and culture, working together towards shared goals.



### PARTICIPATION AND ACCESS

Strategic Plan 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.



### WELLBEING AND KNOWLEDGE

Strategic Plan Outcome 2.3

Hobart communities are active, healthy and engaged in lifelong learning.



### SAFETY AND RESILIENCE

Strategic Plan Outcome 2.4

Hobart communities are safe and resilient, ensuring people can support one another and flourish in times of hardship.



These priority areas are used to structure our actions in support of equal access.



## ACTION PLAN

### CURRENT AND ONGOING ACTIONS

Coordinate, support and/or promote International Day of People with Disability and other significant events on the annual equal access calendar.



Consultation with the Hobart Access Advisory Committee – Quarterly meetings held to discuss access issues, updates, project planning and delivery.



Hosting of a collaborative community celebration of all-ability artists through the annual Ability to Create exhibition, held in May.



Monitoring of City of Hobart developments (including parks, playgrounds, bushlands, streetscapes, facilities, toilets and buildings) and upgrades at design stage, and the regular monitoring and review of existing facilities via the Hobart Access Advisory Committee and Subcommittees.



Ensuring a dedicated budget for specific parks, streetscape and parking access improvements.



Input into the City of Hobart's strategies by the Hobart Access Advisory Committee.



Working with internal contacts and the Department of State Growth through the Hobart Access Advisory Committee to respond to issues in the areas of parking and transport.



Ensuring that all City of Hobart funded events are accessible including the provision of adequate accessible parking spaces, information, interpreters, captioning and audio description.



Continue to support recreation programs and initiatives for people with disabilities held in City of Hobart facilities.



### NEW INITIATIVES AND GOALS

Increase promotion and publicity of community events and opportunities through the quarterly Equal Access E-news by reviewing the distribution list to include a broader audience.



Increase involvement from Creative Hobart and commercial art galleries through a mentoring program with Community Artists for Ability to Create.




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### NEW INITIATIVES AND GOALS

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Increase participation in the All Ability Access program at Youth ARC through targeted session times and promotion of the program across an annual calendar.



Develop accessibility guidelines to compliment the City of Hobart style guide in conjunction with City Marketing and the Access Subcommittee to ensure information is accessible for everyone. Include options for printed material, accessible formats, use of text size and fonts, easy read text and plain English.



Commence a review the Mobility Map and look at accessibility features and technology for online access.



Develop an event accessibility checklist in collaboration with the City Activation team and Events Subcommittee for internal and external events (funded through the City of Hobart grants program).



Update the Equal Access City of Hobart web pages in collaboration with City Marketing and the Access Subcommittee to increase accessibility to information.



Include the Hobart Access Advisory Committee in the 'Hobart Respects All' extended campaign to raise awareness of the issues impacting people with disability, families and carers.



Encourage local Hobart businesses to be accessible and inclusive by developing an accessibility checklist in conjunction with businesses, Hello Hobart, community organisations and the Hobart Access Advisory Committee.



Host a community forum to strengthen community understanding and capacity building around access and inclusion.



Collaborate with Volunteering Tasmania to increase volunteering opportunities for people with disability through the Inclusive Volunteering Program.



Increase community awareness of the range of City of Hobart services, facilities and programs available including information about MLAK, Changing Places, Community Halls, Mathers House, Youth ARC.



Increase awareness of the human and legal rights of people with disability by including 'Disability Awareness training' for employees and Elected Members. Include information and practical tools for use by the City of Hobart when communicating, planning or providing services and programs.



]



## GOVERNANCE AND REVIEW

We are committed to being transparent and accountable in the delivery of the Equal Access Commitment. We look to our community to guide us and provide feedback to strengthen our approach and delivery over time. To support this, we have mechanisms to guide the delivery and review of the commitment and to measure the effectiveness of the action plan in addressing the key themes related to Participation, Opportunity, Accessibility, Education and Awareness:

- Community Sector Reference Group includes representatives from major community organisations in Hobart and the sector peak bodies. This group meets with City of Hobart officers quarterly to provide advice and input into the City's work, including identifying emerging issues and appropriate responses. The group also provides feedback on the City's performance in relation to the Community Inclusion and Equity framework and monitors progress against the suite of community commitments.
- Inclusion and Equity Reference Group is made up of diverse City of Hobart staff from across the organisation who meet quarterly to support the delivery of the Community Inclusion and Equity framework and monitor progress against the suite of community commitments. Members of the Inclusion and Equity Reference Group also work to drive inclusion and equity action within their scope of influence.
- Hobart Access Advisory Committee meets quarterly to discuss access and inclusion issues around Hobart. The Committee is made up of representatives from a number of disability advocacy groups, people with lived experience, City of Hobart officers, Elected Members and passionate individuals who provide advice and assistance to the City of Hobart in relation to accessibility.
- Equal Access Subcommittees meet three times a year to discuss access and inclusion matters related to Streetscape, Events and City Access. Additional meetings may be convened for the purpose of audits or to consult on specific access issues. Participants involved in the development of the commitment will be invited to join the Subcommittees where actions have been assigned.
- Access Working groups meet monthly to develop strategies and action plans for the annual delivery of International Day of People with Disability events and initiatives, as well as the Ability to Create art exhibition. The working groups consist of members of the Hobart Access Advisory Committee, Creative Hobart, people with lived experience, community organisations, local businesses and City of Hobart officers.

Progress against the Equal Access Commitment will be reviewed regularly by the above groups with input from the broader community. The commitment will be updated every two years, to respond to community input and ensure currency.



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APRIL 2021



City of HOBART



## ACKNOWLEDGMENT

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 Aboriginal people 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.

## SOCIAL INCLUSION POLICY STATEMENT

In alignment with the Universal Declaration of Human Rights, the Council recognises the fundamental right of every individual to participate socially, culturally, economically, physically, spiritually and politically in society.

The Council acknowledges that each member of the community has their own set of strengths, skills and resources and that the contribution of these is of benefit to the whole community.

The Council recognises that not everyone's experience of our community is the same. We acknowledge the systemic barriers within the built, social and information environment that prevent people from thriving and contributing to society. Barriers include lack of employment opportunities, poverty, low literacy and numeracy, ill health, intimate and family violence, inadequate support services, stigma and discrimination and lack of housing affordability. These are challenges which the Council is committed to addressing through advocacy, partnership and direct action.

Council commits to building social inclusion and actively reducing discrimination on the ground of any attribute listed under section 16 of the Anti-Discrimination Act 1998. The Council commits to social inclusion and compliance with relevant anti-discrimination legislation in all aspects of council operations including strategic planning, service delivery, communications and design and delivery of public spaces.

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City of Hobart LGBTQI+ Commitment 2021-23

## OUR COMMITMENT TO LGBTQI+ COMMUNITIES

In 2008, the City of Hobart formally apologised to Tasmania's Lesbian, Gay, Bisexual, Transgender, Queer and Intersex + (LGBTQI+) communities for the discriminatory and hurtful behaviour it had undertaken in preventing the campaigning of gay law reform at the Salamanca Market in 1988. At a time when consensual sex between men was illegal in Tasmania, the issued flared when LGBTQI people attempted to set up a stall at the market, with 130 activists arrested over a seven- week period.

Today, the City of Hobart is a proud supporter of LGBTQI+ communities, as signified by the Council's decision to fly the Rainbow Flag over the Council Centre until marriage equality was realised in 2017. However, we recognise that despite many social advances, like such as marriage equality, LGBTQI+ people continue to experience harassment, discrimination and violence because of their sexuality and/or gender identity. These experiences can contribute to such things as psychological distress, homelessness and challenges with alcohol and other drugs that are disproportionately experienced by LGBTQI+ people.

During community engagement for the development of the City's Community Inclusion and Equity Framework, community members called for the development of a dedicated LGBTQI+ Commitment (the commitment). Community recognised the City's ongoing support for LGBTQI+ inclusion and wanted to see this it formalised in a public statement of commitment. This commitment has been developed in response to that feedback.

Through this commitment, the City celebrates the contributions that LGBTQI+ individuals and communities make to our municipality and demonstrate how we continue to support these communities to be proud and, visible and respond to the challenges they face.



City of Hobart LGBTQI+ Commitment 2021-23



# OUR ORGANISATION

The City of Hobart mission:

Working together to make  
Hobart a better place for the  
community

The LGBTQI+ Commitment strongly aligns with the broader strategic framework of the organisation and responds directly to the Community Vision and Strategic Plan. Hobart: A City for All, the City of Hobart's Community Inclusion and Equity Framework, describes the City's approach and role in creating a city for all and provides the framework that underpins our work with the LGBTQI+ communities. This commitment in turn guides action within specific annual and unit plans.



## GUIDING PRINCIPLES

Hobart: A Community Vision for our Island Capital, 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 expectation for action in relation to equality and social inclusion in the city and provides as

strong mandate for delivery of this LGBTQI+ Commitment.

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

Hobart is home. We invite everyone into this feeling.  
Pillar 1.1.1

We are connected to our histories, honouring and learning from our past, keeping future generations at the heart of our thinking.  
Pillar 2.3.3

We use arts and events to explore our histories and identities and tell our stories.  
Pillar 3.3.2

We make Hobart the most inclusive city in the world, a city that welcomes all.  
Pillar 2.2.1

We are a city that celebrates. We value our events and festivals as a source of learning, entertainment, debate and connections with others.  
Pillar 3.2.4

We seek advocates who encourage the civic involvement of their communities.  
Pillar 8.2.2

Diversity in culture, nationality, gender, sexuality, ability, age, body, family, recreation, profession, personal strengths, income levels, language, education, life experience and more make up each of us and together, make up our city. We recognise and embrace the rich complexity diversity brings to our lives – we are all part of creating Hobart's identity.  
Pillar 2.2.3



## WORKING IN PARTNERSHIP

We use our connections and networks to enable participation in civic life. Our strong partnerships support collaboration across councils, community organisations, businesses and other levels of government.

The City of Hobart draws upon our reference and advisory groups to guide our action in LGBTQI+ inclusion. These groups are integral to our work, providing advice and perspective and partnering actively on projects:

- Community Sector Reference Group
- Hobart Access Advisory Committee
- Events Coordination Committee
- Hobart Older Persons' Reference Group
- Housing with Dignity Reference Group
- Networking for Harmony Multicultural Advisory Group
- Youth Advisory Squad

The City of Hobart continues to build upon existing partnerships whilst creating new strategic partnerships to enable cohesive, collaborative responses to our local challenges.

Key partners in LGBTQI+ inclusion include:

- Equality Tasmania
- TasPride
- TasCARD
- Transforming Tasmania
- Queer Youth of Tasmania
- The Link Youth Health Service
- Working it Out



## PRIORITY AREAS FOR ACTION

In alignment with the Capital City Strategic Plan and Community Inclusion and Equity Framework, the City commits to actions under the following four priority areas:

### TRUTH AND RECONCILIATION

Strategic Plan Outcome 2.1

Hobart is a place that recognises and celebrates Tasmanian Aboriginal people, history and culture, working together towards shared goals.



### PARTICIPATION AND ACCESS

Strategic Plan 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.



### WELLBEING AND KNOWLEDGE

Strategic Plan Outcome 2.3

Hobart communities are active, healthy and engaged in lifelong learning.



### SAFETY AND RESILIENCE

Strategic Plan Outcome 2.4

Hobart communities are safe and resilient, ensuring people can support one another and flourish in times of hardship.



These priority areas are used to structure our action in supporting / promoting / working for LGBTQI+ inclusion.





## ACTION PLAN

### CURRENT AND ONGOING ACTIONS

Monitor trends and maintain a broad understanding of the concerns of LGBTQI+ people and their communities in Hobart, responding to issues as they arise and working toward building a more inclusive city.



Continue to support inclusive events for LGBTQI+ young people and their allies, supporting them to celebrate diversity.



Continue to support the TasPride Festival each year through public events, flying the rainbow flag and communications.



Promote the Youth Arts and Recreation Centre (Youth ARC) as a proudly inclusive service for young people aged 12 to 25. Consider opportunities to highlight the skills and talents of LGBTQI+ young people through Youth ARC programs such as Platform Magazine and events.



Recognise and support International Day Against Homophobia, Biphobia, Intersexism and Transphobia (IDAHOBIT) by sharing information about the ongoing experiences of harassment, discrimination and violence targeted at people because of their diverse expression of sexuality and gender.



Acknowledge and support International Transgender Day of Visibility and Transgender Day of Remembrance.



Acknowledge and support Bisexuality Visibility Day.



Continue to provide public art opportunities for LGBTQI+ artists through public art platforms such as The Loop and Soapbox Billboards.



### NEW INITIATIVES AND GOALS

Explore opportunities to support LGBTQI+ people to celebrate their history and identities with the aim of encouraging mutual understanding and reducing social isolation.



Increase connections with the Pride Parade organising committee to enhance both participant and viewer enjoyment, such as with plantings of rainbow floral displays, along the parade route.



Include LGBTQI+ communities in the Hobart Respects All initiative to raise awareness of the lived experiences of harassment, discrimination and violence.





Identify and promote significant LGBTQI+ events and happenings to the wider community through City of Hobart social media for public awareness and participation.

Support the delivery of inclusive and accessible events for diverse communities, including LGBTQI+ people.

Recognising that all relationships can experience violence, identify opportunities to promote awareness of, and advocate supports for, LGBTQI+ people who experience intimate partner violence. Acknowledge and support LGBTQI+ Domestic Violence Awareness Day.

Work with Mathers House staff and older LGBTQI+ people to create an inclusive and welcoming environment for older LGBTQI+ people in Hobart with the aim of creating connections and encouraging use of the City of Hobart facilities.







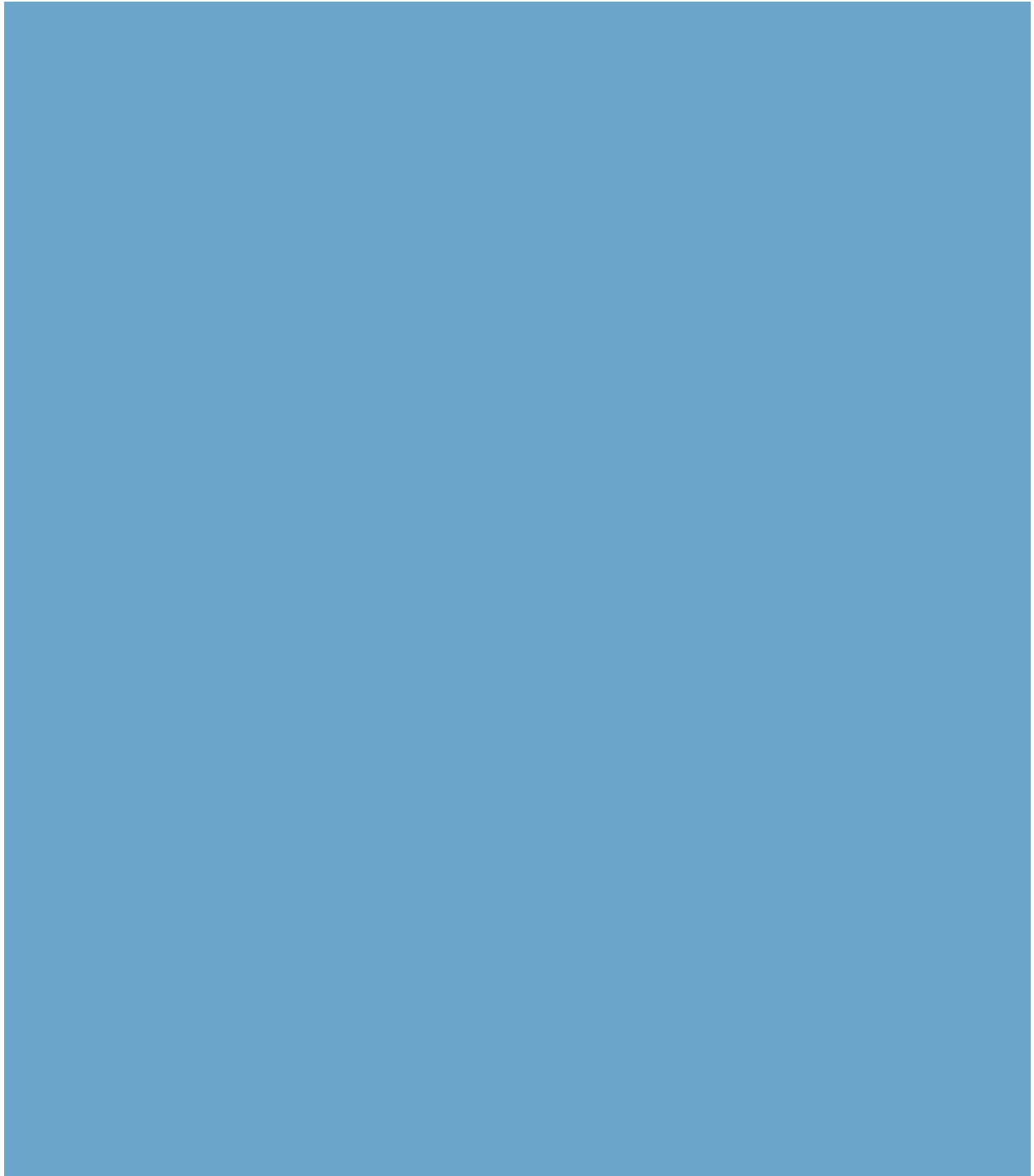
## GOVERNANCE

We are committed to being transparent and accountable in the delivery of the LGBTQI+ Commitment. We look to our community to guide us and provide feedback to strengthen our approach and delivery over time. To support this, we have mechanisms to guide the delivery and review of the commitment and to measure the effectiveness of the action plan.

- Community Sector Reference Group includes representatives from major community organisations in Hobart and the sector peak bodies. This group meets with City of Hobart officers quarterly to provide advice and input into the City's work, including identifying emerging issues and appropriate responses. The group also provides feedback on the City's performance in relation to the Community Inclusion and Equity framework and monitors progress against the suite of community commitments.

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City of HOBART



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## OUR COMMITMENT TO MULTICULTURAL COMMUNITIES

Hobart has a rich, diverse history stretching back more than 40 000 years. Tasmanian Aboriginal People were the first to care for this place, which they called nipaluna. Prior to colonisation, there were nine known nations in Tasmania, with between eight and 16 distinct languages. Today, more than one-quarter of people in Hobart were born overseas, almost half of us have at least one parent born overseas and one in six of us speak a language other than English at home.

The cultural diversity of Hobart has changed significantly in recent times, in particular through migration, humanitarian settlement and international education. These changes bring opportunity, growth, insight and vibrancy to our City. This change, coupled with the current speed of growth in Hobart, requires us to adapt and respond to ensure that no one is left behind.

The City of Hobart has been actively involved in the promotion and celebration of cultural diversity in the Hobart community for many years. The City continually strives to improve the wider community's awareness and understanding of the educational, social, economic and cultural benefits of cultural diversity and to mitigate the effects of racism and cultural isolation for multicultural communities in Hobart. As a proud member of the Welcoming Cities Network and a registered Refugee Welcome Zone, the City of Hobart is an active participant in regional and national networks.

The Multicultural Commitment 2021–23 builds upon the work of the previous Multicultural Strategy 2015–19 and guides our work in supporting a welcoming, diverse City for all who live, study, work in or visit Hobart. Written in response to input from cultural leaders and community members, this commitment provides the City of Hobart and the community with a clearly defined action plan by which the City can continue to meet the needs and build the capacity of multicultural communities in Hobart.

# OUR ORGANISATION

The City of Hobart's mission:

Working together to make  
Hobart a better place for the  
community

The Multicultural Commitment strongly aligns with the broader strategic framework of the organisation and responds directly to the Community Vision and Strategic Plan. Hobart: A City for All, the City of Hobart's Community Inclusion and Equity Framework, describes the City's approach and role in creating a city for all and provides the framework that underpins our work with multicultural communities in Hobart. This commitment in turn guides action within specific annual and unit plans.





## GUIDING PRINCIPLES

Hobart: A community vision for our island capital, 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 expectation for action in relation to Multicultural Communities in Hobart and

provides a strong mandate for delivery of this Multicultural Commitment.

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

We make Hobart the most inclusive city in the world, a city that welcomes all.  
Pillar 2.2.1

We celebrate the variety of ways that we belong and the variety of communities of which we are a part.  
Pillar 2.2.2

Diversity in culture, nationality, ethnicity, race, gender, sexuality, ability, age, body, family, recreation, profession, personal strengths, income level, language, education, life experiences and more make up each of us and, together, make up our city. We recognise and embrace the rich complexity diversity brings to our lives—we are all part of creating Hobart's identity. Pillar 2.2.3

We welcome visitors, and we strike a balance between meeting the needs of tourists and the needs of our communities. Pillar 2.2.9

We create opportunities to explore diversity: ways for people to bring and share their own identities and receive the same in return.  
Pillar 3.3.1

We embrace those who have moved to Tasmania from elsewhere and work together for better economic outcomes. We welcome new people into our culture, quality of life and opportunities for meaningful employment.  
Pillar 3.7

## WORKING IN PARTNERSHIP

We use our connections and networks to enable participation in civic life. Our strong partnerships support collaboration across councils, community organisations, businesses and other levels of government.

The City of Hobart draws upon our reference and advisory groups to guide program planning and delivery. These groups are integral to our work, providing advice and perspective and partnering actively on projects.

The Community Sector Reference Group provides high level partnership on a range of inclusion and equity initiatives and is supported by advisory groups directly relating to multicultural communities in Hobart:

### NETWORKING FOR HARMONY MULTICULTURAL ADVISORY GROUP

This group has a long history of supporting the City's work in Multicultural inclusion, having provided advice and perspective and partnering actively on projects, for decades. The Networking for Harmony Multicultural Advisory Group comprises representatives from:

- Australian, Tasmanian and Local Government
- multicultural and humanitarian sector
- various cultural groups and associations
- City of Hobart International Student Ambassadors and Cultural Connectors
- any individual interested in working to promote harmony across cultural groups.

The City of Hobart continues to build upon existing partnerships whilst creating new strategic partnerships to enable cohesive, collaborative responses to local challenges. Not providing direct services itself, the City relies on its partners as leaders and seeks to work with them to promote a city for all.

Key partners include:

- Migrant Resource Centre of Tasmania
- Multicultural Council of Tasmania
- CatholicCare
- Culturally Diverse Alliance of Tasmania
- Equal Opportunity Tasmania
- A Fairer World
- Federation of Chinese Associations Tasmania
- Multicultural Women's Council of Tasmania
- Tasmanian Muslim Association
- Study Tasmania
- TasTAFE
- University of Tasmania

## COMMUNITY INPUT

This commitment has been developed in response to targeted engagement and research. This has informed the approach, format and content of both the Multicultural Commitment and the underpinning Community Inclusion and Equity Framework.

Engagement mechanisms for the development of this commitment included:

- a workshop with 20 diverse participants providing input into current issues facing multicultural communities and priorities for action by Council;
- a Cultural Communities Roundtable with 40 participants identifying impacts of the Covid-19 pandemic on multicultural communities in Southern Tasmania and desired responses
- a focus group on the draft commitment with four multicultural leaders engaging deeply on the content, language and format of the commitment.

### WHAT WE HEARD

The following key themes were identified as needing attention in order to allow greater inclusion and equity for multicultural community members and groups living in, studying in, working in or visiting the City of Hobart.

**Social Cohesion** - Challenges to social cohesion include social isolation and the lack of opportunities for connection with others, perceived cultural differences, and the lack of broader community appreciation and understanding of people from diverse backgrounds. These challenges can be overcome through culturally aware and accessible events; storytelling to build empathy, understanding, and appreciation across perceived cultural differences; increased visibility of multicultural communities in public events and social media; and a range of other opportunities for connection across all cultures involving sport, food, and discussion.

**Accessibility to information** - There is repeated feedback that information targeting multicultural community members is not always accessible and those who need the information most are often do not receive it. Barriers to access include lack of English proficiency, low general literacy in any language, and low digital literacy. Respondents considered that accessibility could be improved through cultural safety training; translation; accessible interpreting services; visual, audio, and video resources in multiple languages; social media communications; and tailored face-to-face information sessions around topics of value.

Empowerment – Community members look to the City of Hobart to support multicultural people and groups to take charge of their own development in accordance with a vision that they set for themselves. Key factors seen to support this include the provision of opportunities to meaningfully participate in society - be it through employment, work experience, access to grant funding, volunteering, or social interaction. It was seen as critical to provide appropriate and tailored support for participation, such as transport assistance, friendly reminders, tailored and personalised grant information and having activity organisers from target communities. Additionally, community members identified the need for more physical and social spaces for multicultural people to interact with other cultural groups as well as celebrate their own. Participants wanted to see decentralised spaces to maximise participation and collaboration in the planning of activities between Greater Hobart Councils.

Racism and Discrimination - Racism and discrimination continue to negatively impact multicultural communities in various ways and to various degrees. Impacts range from physical and verbal abuse and threats to structural racism that denies opportunities to those whose background, appearance, and/or language differ from those in power. Racism and discrimination can be tackled through facilitating courageous conversations; raising awareness about direct and indirect forms of racism in the community and their impacts; developing organisational policies to prevent the more subtle and structural forms of racism; and educating community about their rights with regards to anti-discrimination law. Community members also highlighted the need for authorities to be educated about the prevalence and impacts of racism and how to appropriately and compassionately engage with victims of racism.

City of Hobart Multicultural Commitment 2021–23







## PRIORITY AREAS FOR ACTION

In alignment with the Capital City Strategic Plan and the Community Inclusion and Equity Framework, the City commits to actions under the following four priority areas:

### TRUTH AND RECONCILIATION

Strategic Plan Outcome 2.1

Hobart is a place that recognises and celebrates Tasmanian Aboriginal people, history and culture, working together towards shared goals.



### PARTICIPATION AND ACCESS

Strategic Plan 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.



### WELLBEING AND KNOWLEDGE

Strategic Plan Outcome 2.3

Hobart communities are active, healthy and engaged in lifelong learning.



### SAFETY AND RESILIENCE

Strategic Plan Outcome 2.4

Hobart communities are safe and resilient, ensuring people can support one another and flourish in times of hardship.



These priority areas are used to structure our actions in promoting greater inclusion and equity for multicultural community members and groups living, studying, working, or visiting the City of Hobart. These priority areas for action, whilst using different language, are strongly aligned with the themes from engagement described on page xxx.



## ACTION PLAN

### CURRENT AND ONGOING ACTIONS

Facilitate quarterly gatherings of the Networking for Harmony Multicultural Advisory Group for information sharing, networking, feedback to Council, and collaborative action.



Deliver annual International Student Ambassador Program to provide participation, leadership and access opportunities for international students.



Deliver citizenship ceremonies with a focus on:

- inviting cultural community leaders (in line with the cultural background of candidates) to take part
- sharing information and resources.



Partner and directly deliver community events that celebrate diversity and provide an opportunity for community groups to connect and share.



Continue to develop and enhance current website messaging (Hobart Welcomes All, Harmonious Hobart) to include messaging on the community-wide benefit of cultural diversity, migration and settlement.



Advocate for and support community messaging about racism. Continue to promote Hobart Respects All and Racism it stops with me campaigns. Review messaging and revise if necessary, based on feedback.



In partnership with Equal Opportunity Tasmania, continue to deliver tailored information sessions about anti-discrimination law and the importance of reporting racism, for various cultural groups.



Monitor trends and foster local networks to maintain a broad understanding of the needs of multicultural communities in Hobart, responding to issues as they arise and working to build a more inclusive city.



Collect and analyse demographic data to determine the cultural, religious and linguistic composition of the local community.





## NEW INITIATIVES AND GOALS

Facilitate opportunities for migrant communities to learn about Aboriginal culture including:

- International Student Ambassador education
- Walking tours for new arrivals to Hobart
- Enhancing Aboriginal connections and understanding for new citizens

Review Council documents and information requiring prioritised action for enhanced accessibility and inclusivity.

- Explore opportunities for translation, audio and video recordings, and tailored face-to-face information sessions.

Deliver cultural awareness training for City of Hobart staff with a focus on unconscious bias and racism and provide “how to use interpreters” training for frontline staff.

Liaise with the sector to support more effective sharing of information with multicultural communities with the aim of ensuring timely and appropriate communication for those who need it most.

Support the delivery of inclusive and accessible events for diverse communities, including people from culturally and linguistically diverse backgrounds.

Develop work placement opportunities at City of Hobart for people from culturally and linguistically diverse backgrounds.

Partner with City of Hobart Bushlands Unit to initiate a new series of social outdoor activities targeted at multicultural community members and new arrivals.

Promote culturally significant dates via social media for public awareness and knowledge.

Facilitate a safe community conversation on racism where experiences can be shared to help inform future action.

Continue to participate in Welcoming Cities and progress against the standard. Apply for accreditation as an established level Welcoming City.

Develop policies and strategies to support the City of Hobart having a diverse workforce addressing subtle and structural racism.







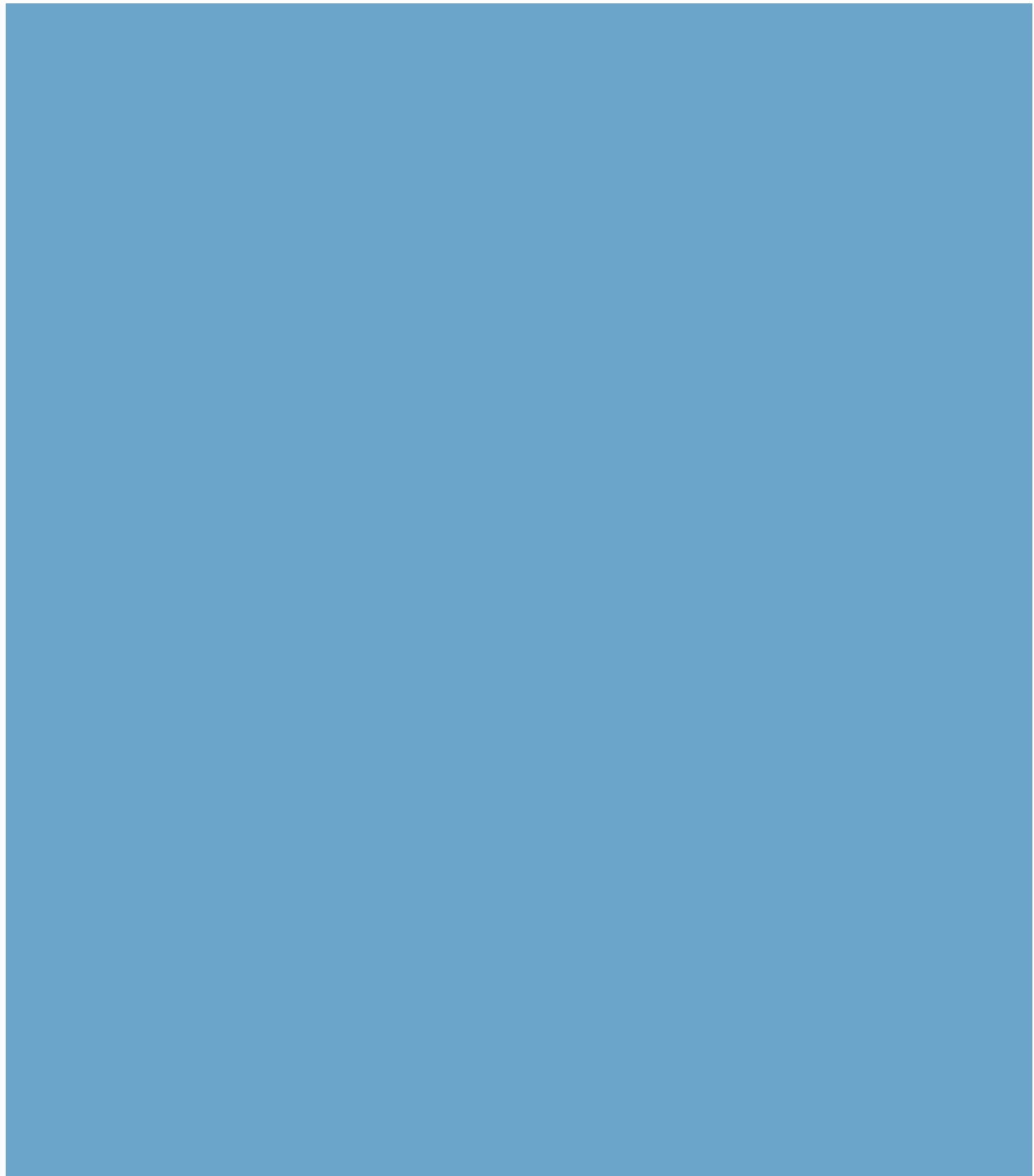
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- Community Sector Reference Group includes representatives from major community organisations in Hobart and the sector peak bodies. This group meets with City of Hobart officers quarterly to provide advice and input into the City's work, including identifying emerging issues and appropriate responses. The group also provides feedback on the City's performance in relation to the Community Inclusion and Equity framework and monitors progress against the suite of community commitments.
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- Networking for Harmony Multicultural Advisory Group is integral to delivery of this commitment, providing advice and perspective and partnering actively on projects. Meeting quarterly, the Advisory Group monitors the implementation of the commitment and provides a consultation mechanism for subsequent versions; provides a forum to discuss multicultural issues and develop recommendations for consideration by the Council and forms working groups for various multicultural projects.

Progress against the Multicultural Commitment will be reviewed regularly by the above groups with input from the broader community. The commitment will be updated every two years, to respond to community input and ensure currency.



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City of HOBART



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## SOCIAL INCLUSION POLICY STATEMENT

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The Council recognises that not everyone's experience of our community is the same. We acknowledge the systemic barriers within the built, social and information environment that prevent people from thriving and contributing to society. Barriers include lack of employment opportunities, poverty, low literacy and numeracy, ill health, intimate and family violence, inadequate support services, stigma and discrimination and lack of housing affordability. These are challenges which the Council is committed to addressing through advocacy, partnership and direct action.

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## OUR COMMITMENT TO POSITIVE AGEING

The City of Hobart is committed to building inclusive, strong and healthy communities through the celebration of diversity and participation in community life, by making services, programs and facilities accessible for all people.

This Positive Ageing Commitment (the commitment) builds on the work undertaken by the City of Hobart, the sector and the community under previous Positive Ageing strategies, the most recent of which covered actions from 2014 to 2019.

A positive ageing approach supports people's ability to have control over their own quality of life and to participate to the level they wish in community life. This approach encourages support on an individual, organisational and community-wide level. The City of Hobart embraces the notion that individuals, organisations and the community can create and strengthen the networks, opportunities and resources to assist people to maintain control over their lives as they age.

While the City has worked on many positive ageing community and sector-wide projects and programs, the bulk of its Positive Ageing resources are focussed on the development and delivery of actions at Mathers House.

This inner city venue is not only the focus of the work that the City of Hobart is engaged in, but is also utilised by other agencies, community organisations and individuals that are working with and are part of the community.

With that in mind, this commitment identifies a range of actions, initiatives and programs that develop, encourage and support positive ageing at Mathers House, while also looking towards actions that support and engage with the broader community.

Each action, in addition to its specific goals, supports the City's commitment to the following:

- strengthening the social inclusion of older people
- celebrating older people's diversity
- encouraging older people to feel valued, listened to and empowered
- facilitating positive ageing opportunities within the community
- promoting events, information, programs and support for older people.



# OUR ORGANISATION

The City of Hobart mission:

Working together to make  
Hobart a better place for the  
community

The Positive Ageing Commitment strongly aligns with the broader strategic framework of the organisation and responds directly to the Community Vision and Strategic Plan. Hobart: A City for All, the City of Hobart's Community Inclusion and Equity Framework, describes the City's approach and role in creating a city for all and provides the framework that underpins our work within Positive Ageing. This Commitment in turn guides actions within specific annual and unit plans.





## GUIDING PRINCIPLES

Hobart: A community vision for our island capital, 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 expectation for action in relation to access for all in the city and provides as

strong mandate for delivery of this Positive Ageing Commitment.

While many of the aspirations within the community vision apply to the Positive Ageing Commitment, it is aligned most strongly to the following aspirations:

2.2.6 Hobart is a place for all stages and types of the life course. Families, parents, children, single people, couples, friends, partnerships and older people can find home here.

2.3.3 We are connected to our histories, honouring and learning from our past and keeping future generations at the heart of our thinking.

2.5.1 We have a holistic view of health that involves all aspects of our lives. Mental, physical, emotional, spiritual, cultural and social health are at the core of our decision making.

2.4.3 We value learning at all ages and stages of life.

2.5.2 We support each other to be active and to have lives that are meaningful and fulfilling to us.

2.2.8 We support each other to have our needs met and flourish. We all have opportunities to access and contribute to Hobart life.

2.2.10 We are all sincerely valued. We respect each other. We all have the chance to belong.

## WORKING IN PARTNERSHIP

We use our connections and networks to enable participation in civic life. Our strong partnerships support collaboration across councils, community organisations, businesses and other levels of government.

The City of Hobart draws upon our reference and advisory groups to guide program planning and delivery. These groups are integral to our work, providing advice and perspective and partnering actively on projects.

The Community Sector Reference Group provides high level partnership on a range of inclusion and equity initiatives and is supported by advisory groups directly relating to positive ageing:

### HOBART OLDER PERSONS' REFERENCE GROUP (HOPRG)

Since its inception, HOPRG has focused on identifying, supporting and helping to deliver positive ageing initiatives that focus on social inclusion. Consisting of a diverse range of older people with a wide range of life and professional experience, HOPRG provides the Council with an ongoing consultative group that guides, questions and suggest ways of addressing issues for older people.

The City of Hobart continues to build upon existing partnerships whilst creating new strategic partnerships to enable cohesive, collaborative responses to our local challenges.

While we are committed to working with all community organisations in order to support positive ageing initiatives within Hobart the following organisations have worked with us previously and are seen as integral partners in the delivery of this Positive Ageing commitment.

- Able Australia
- Anglicare
- Archdiocese of Hobart
- Baptcare
- Catholiccare
- Centacare
- Colony 47
- Communities Tasmania
- COTA
- Dementia Australia
- Hobart City Mission
- Libraries Tasmania
- Lifeline
- Migrant Resource Centre
- Mission Australia
- Salvation Army
- School for Seniors
- St Vincent de Paul
- TasCOSS
- Tasmania TAFE
- Tasmanian Aboriginal Centre
- Uniting AgeWell
- University of the Third Age
- UTAS
- Working it Out

## COMMUNITY INPUT

This commitment builds on the extensive work undertaken by the City of Hobart during the implementation of the previous Positive Ageing Strategy 2014-19. The commitment also acknowledges the input of the positive ageing sector, consultative groups and members of the broader community.

This previous work and consultation has informed the approach, format and content of both the Positive Ageing Commitment as well as the overarching Community Inclusion and Equity Framework.

Consultation was undertaken with the sector and wider community in mid-2019 with targeted consultation undertaken with the Hobart Older Persons' Reference Group early in 2021.

What we heard:

The term 'older people' is a convenient if misleading catch-all that encompasses anyone aged from 50 to 100 and beyond. Lumping anyone over the age of 50 into a singular 'group' is not an accurate reflection of various identities, and it disregards the complexity of our community.

It is important to recognise that all people, regardless of our age, come from different backgrounds and have different abilities, interests, life and work experiences, priorities and resources. We each live within different family circumstances, with different personal relationships and, for many of us, age is not how people define themselves or wish to be defined by others.

It is a reality, however, that Australia's population is ageing, and Tasmania has one of the highest populations of older people per capita within Australia. As people live longer they have increased expectations about the control they have over their lives and their ability to participate in community life.

During our consultation, the following key issues, which are consistent with the previous Positive Ageing Strategy, were identified as still being of concern for older people within Hobart.

- social isolation
- the diversity of the older population
- the importance of being valued, listened to and empowered
- availability and access to positive ageing opportunities
- the lack of knowledge of what is available for older people.

The actions identified within this commitment respond to these issues within the context of the Capital City Strategic Plan.

## PRIORITY AREAS FOR ACTION

In alignment with the Capital City Strategic Plan and the Community Inclusion and Equity Framework, the City commits to actions under the following four priority areas:

### TRUTH AND RECONCILIATION

Strategic Plan Outcome 2.1

Hobart is a place that recognises and celebrates Tasmanian Aboriginal people, history and culture, working together towards shared goals.



### PARTICIPATION AND ACCESS

Strategic Plan 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.



### WELLBEING AND KNOWLEDGE

Strategic Plan Outcome 2.3

Hobart communities are active, healthy and engaged in lifelong learning.



### SAFETY AND RESILIENCE

Strategic Plan Outcome 2.4

Hobart communities are safe and resilient, ensuring people can support one another and flourish in times of hardship.



These priority areas are used to structure our action in regards to Positive Ageing.





## ACTION PLAN

### CURRENT AND ONGOING ACTIONS

Deliver and support food and nutrition programs at Mathers House with a focus on providing healthy, low-cost meals each weekday.



Deliver and support the provision of information and resources that support healthy eating, nutrition and age-appropriate diets.



Deliver and support a diverse range of age appropriate accessible and affordable exercise, fitness, health and wellbeing programs at Mathers and Criterion Houses.



Deliver and support arts, creative, entertainment and social events, workshops and other opportunities at Mathers and Criterion Houses.



Support tenants, other agencies, the Positive Ageing sector and community members to deliver social, health and well-being programs, workshops and activities at Mathers and Criterion Houses and other community venues.



Coordinate a volunteer program based at Mather House that provides diverse opportunities for community members to engage with positive ageing programs and activities.



Celebrate Adult Learner's Week, Seniors Week, Harmony Day and other significant events on the Positive Ageing calendar.



Maintain the Hobart Older Person's Reference Group (HOPRG) – to assist with ongoing consultation, strategic direction and project planning and delivery.



Successfully deliver the federally funded Still Gardening program to support older people to stay in their homes by providing gardening and social support.



Advocate for and raise awareness of the needs, aspirations and diversity of older people with a focus on reducing age discrimination, in collaboration with the Positive Ageing sector and broader community.



Maintain links with networks such as the Healthy Ageing Network (HANS), COTA and other relevant organisations and bodies that support positive ageing.



Focus on Lifelong Learning and continue to promote accessible and affordable lifelong learning opportunities for older people at Mathers and Criterion Houses and other venues within the city.



#### NEW INITIATIVES AND GOALS

Consider the development of a positive ageing community outreach program including support for off-site health, well-being and life-long learning programs within a variety of local venues with a 'Connections & Conversations' focus.



Increase promotion and publicity of City of Hobart and community positive ageing opportunities through a seasonal What's On and positive ageing, health and community venues, organisations and networks.



Work with HOPRG to undertake community outreach and promotion of Positive Ageing opportunities within the positive ageing sector and the broader community.



Highlight the issue of Elder Abuse and increase support to community members through the dissemination of information, resources and links.



Support activities, programs and organisations that focus on increasing the digital literacy of older people, with a focus on resources at Mathers House.



Connecting HOPRG with other local government positive ageing reference groups, networks and committees.



Build the capacity and diversity of Positive Ageing Volunteers at Mathers House with a focus on volunteers working in the Dining Program, Meet & Greet and the Hobart Older Persons' Reference Group.





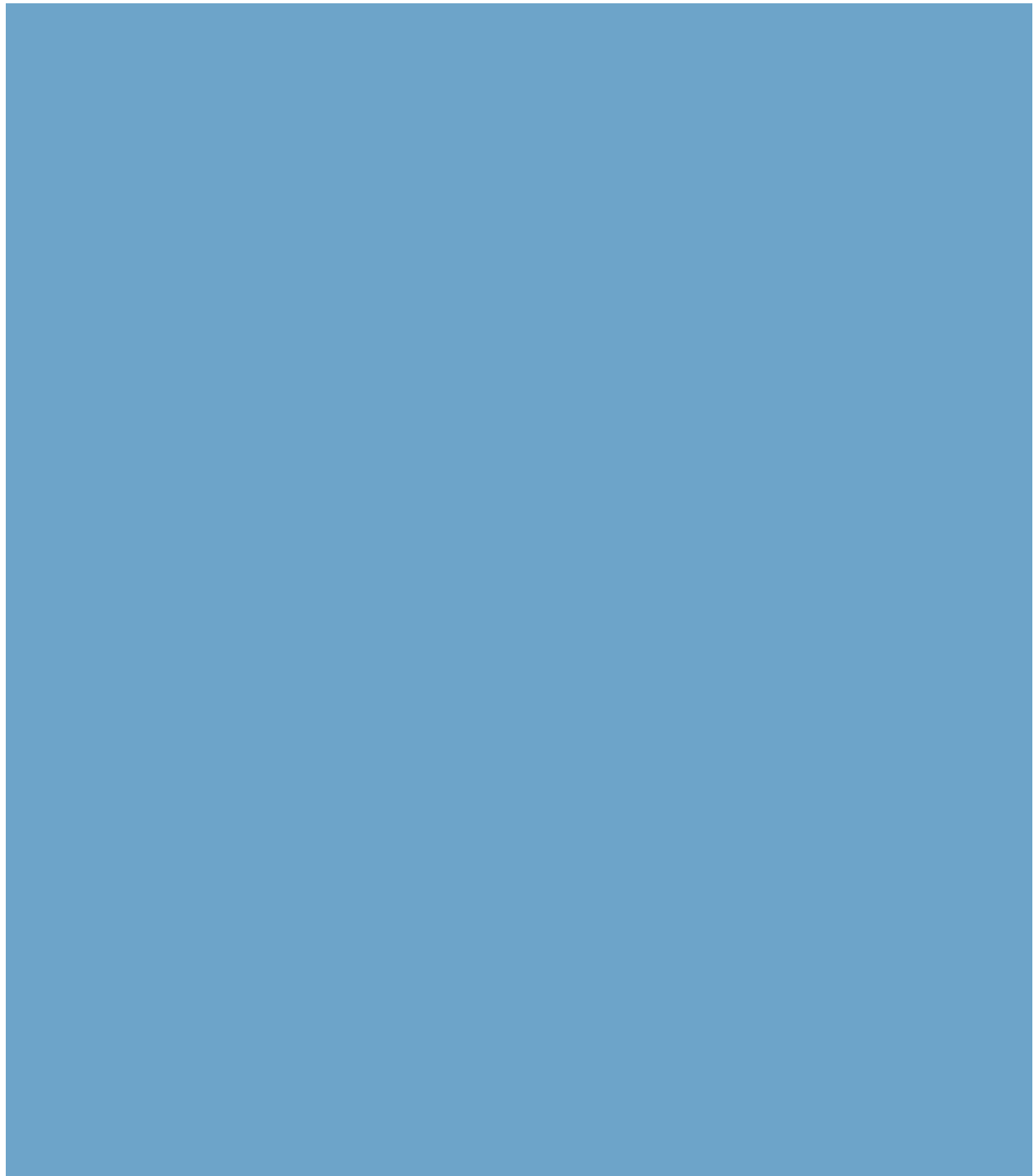
## GOVERNANCE AND REVIEW

We are committed to being transparent and accountable in the delivery of the Positive Ageing Commitment. We look to our community to guide us and provide feedback to strengthen our approach and delivery over time. To support this, we have mechanisms to guide the delivery and review of the commitment and to measure the effectiveness of the action plan:

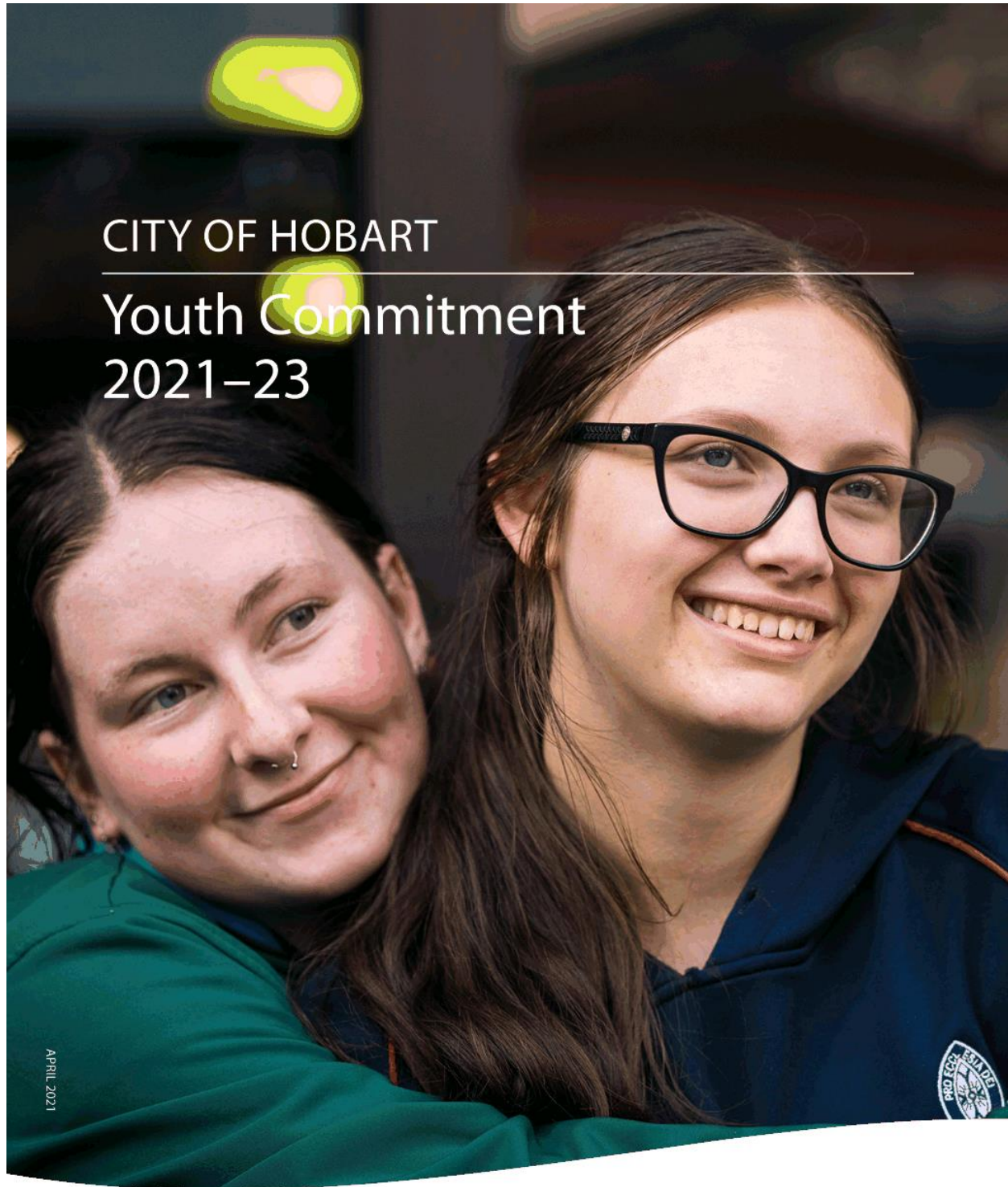
- Community Sector Reference Group includes representatives from major community organisations in Hobart and the sector peak bodies. This group meets with City of Hobart officers quarterly to provide advice and input into the City's work, including identifying emerging issues and appropriate responses. The group also provides feedback on the City's performance in relation to the Community Inclusion and Equity framework and monitors progress against the suite of community commitments.
- Inclusion and Equity Reference Group is made up of diverse City of Hobart staff from across the organisation who meet quarterly to support the delivery of the Community Inclusion and Equity framework and monitor progress against the suite of community commitments. Members of the Inclusion and Equity Reference Group also work to drive inclusion and equity action within their scope of influence.
- Hobart Older Persons' Reference Group (HOPRG) provides advice and opinion to the City of Hobart on a range of issues, including those that specifically relate to older people. HOPRG will also help to deliver and be involved in monitoring the delivery of the actions within this commitment. The group comprises individual representatives from the Hobart community who have an interest in the issues which face older people and are keen to ensure the voice of older people is heard as part of City of Hobart's decision making process. This group meets bi-monthly.
- Customer feedback and project specific consultation is utilised by Positive Ageing staff who regularly connect with visitors and users of Mathers House and Criterion House to understand their experiences and needs. This consultation includes individuals as well as community and sector organisations. Staff also ensure regular communication with key stakeholders such as COTA, State Government, HANS, a Time to Be Creative Network and Alzheimer's Tasmania, to review progress and hear feedback.

Progress against the Positive Ageing Commitment will be reviewed regularly by the above groups with input from the broader community. The Commitment will be updated every two years, to respond to community input and ensure currency.





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City of **HOBART**

## ACKNOWLEDGMENT

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 Aboriginal people 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.

## SOCIAL INCLUSION POLICY STATEMENT

In alignment with the Universal Declaration of Human Rights, the Council recognises the fundamental right of every individual to participate socially, culturally, economically, physically, spiritually and politically in society.

The Council acknowledges that each member of the community has their own set of strengths, skills and resources and that the contribution of these is of benefit to the whole community.

The Council recognises that not everyone's experience of our community is the same. We acknowledge the systemic barriers within the built, social and information environment that prevent people from thriving and contributing to society. Barriers include lack of employment opportunities, poverty, low literacy and numeracy, ill health, intimate and family violence, inadequate support services, stigma and discrimination and lack of housing affordability. These are challenges which the Council is committed to addressing through advocacy, partnership and direct action.

Council commits to building social inclusion and actively reducing discrimination on the ground of any attribute listed under section 16 of the Anti-Discrimination Act 1998. The Council commits to social inclusion and compliance with relevant anti-discrimination legislation in all aspects of council operations including strategic planning, service delivery, communications and design and delivery of public spaces.

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## OUR COMMITMENT TO YOUNG PEOPLE IN HOBART

The City of Hobart is committed to building inclusive and equitable communities through the celebration of diversity and participation in community life, by making services, programs and facilities accessible for all people.

This Youth Commitment (the commitment) builds on the work undertaken by the City of Hobart, the sector and the community under previous youth strategies, the most recent of which covered actions from 2014–19. The Youth Commitment 2021–23 has been written in response to input from young people and the youth sector and applies to all young people, who live, study, work in and/or visit the City of Hobart.

The City of Hobart celebrates the role that young people play in a healthy and thriving community. Young people can be passionate change-makers, at the forefront of progressive thinking and policy ideas. When supported well, young people add life, colour and energy to the whole community. They bring a different perspective to that of adults and when heard, their input improves our decision making and enriches our community.

The City of Hobart is committed to providing young people from a diverse range of backgrounds and experiences with opportunities to thrive, be heard and reach their aspirations. We understand adolescence and the transition to adulthood can be a challenging time for young people, their families and their community. The City of Hobart understands the importance of a holistic approach to our work with young people and their networks. We are committed to ongoing community and sector consultation to include the voices and perspectives of young people, their networks and the youth sector into our policy development and program planning and delivery.



City of Hobart Youth Commitment 2021–23

# OUR ORGANISATION

The City of Hobart mission:

Working together to make  
Hobart a better place for the  
community

The Youth Commitment strongly aligns with the broader strategic framework of the organisation and responds directly to the Community Vision and Strategic Plan. Hobart: A City for All, the City of Hobart’s Community Inclusion and Equity Framework, describes the City’s approach and role in creating a city for all and provides the framework that underpins our work with young people, their families and the youth sector. This commitment in turn guides action within specific annual and unit plans.



City of Hobart Youth Commitment 2021–23

## GUIDING PRINCIPLES

Hobart: A community vision for our island capital, 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 expectation for action in relation to young people in the city and

provides as strong mandate for delivery of this commitment.

The Youth Commitment has been developed to respond directly to the following aspirations set out in the community vision:

Diversity in culture, nationality, ethnicity, race, gender, sexuality, ability, age, body, family, recreation, profession, personal strengths, income level, language, education, life experiences and more make up each of us and, together, make up our city. We recognise and embrace the rich complexity diversity brings to our lives—we are all part of creating Hobart's identity. Pillar 2.2.3

Hobart is a place for all stages and types of the life course. Families, parents, children, single people, couples, friends, partnerships and older people can find home here. Pillar 2.2.6

We have a holistic view of health that involves all aspects of our lives. Mental, physical, emotional, spiritual, cultural and social health are at the core of our decision making. Pillar

We recognise and face inequalities, poverty and disadvantage in our communities. Pillar 2.2.7

We all follow different paths through working life. We value diverse educational pathways. We prize our educational institutions as both preparing us for work and enriching our lives. Pillar 4.3.1

We listen to the voices and wisdom of children and young people in our communities. Children and young people have diverse, high-quality opportunities for education, employment, housing and personal growth in Hobart as they move through life. As we grow up, we inherit a high quality of life, including meaningful ways of staying in or returning to Tasmania, if we so choose. Pillar 2.2.4

We support each other to have our needs met and flourish. We all have opportunities to access and contribute to Hobart life. Pillar 2.2.8

## WORKING IN PARTNERSHIP

We use our connections and networks to enable participation in civic life. Our strong partnerships support collaboration across councils, community organisations, businesses and other levels of government.

The City of Hobart draws upon our reference and advisory groups to guide program planning and delivery. These groups are integral to our work, providing advice and perspective and partnering actively on projects.

The Community Sector Reference Group provides high level partnership on a range of inclusion and equity initiatives and is supported by advisory groups directly relating to young people:

### YOUTH ADVISORY SQUAD

The City of Hobart's Youth Advisory Squad, otherwise known as YAS, is a group of young people between the ages of 12 – 25. YAS is a great outlet for young people in the community who wish to engage with the City of Hobart to make Hobart a more youth friendly environment. Young people involved with YAS have the opportunity to gain strong leadership, communication and teamwork skills, as well as gaining experience in the development and running of youth focused community projects and events. YAS meets on a fortnightly basis and members work together with the City of Hobart to identify, discuss and resolve youth related issues.

### YOUTH ACTION PRIORITIES NETWORK

Youth Action Priorities, known as YAP, brings together a broad range of youth sector representatives from across southern Tasmania to share, learn and collaborate. With just over 100 members on the register including representatives from local and state governments, peak bodies, community service providers and education providers, YAP plays a central role in the coordination and support of the youth sector in southern Tasmania. YAP continues to be convened and chaired by the City of Hobart's Community and Culture Unit with support from the Youth Network of Tasmania.

The City of Hobart continues to build upon existing partnerships whilst creating new strategic partnerships to enable cohesive, collaborative responses to our local challenges. Key partners include:

- The Link Youth Health Service
- Headspace Hobart
- Working It Out
- Queer Youth of Tasmania
- TasTAFE
- Migrant Resource Centre
- The Youth Network of Tasmania
- The Department of Education
- The Commissioner for Children and Young People
- B4 Coalition
- Colony 47
- Youth Network of Tasmania- YNOT
- Mission Australia
- Life Without Barriers
- Glenorchy City Council
- Clarence City Council
- YMCA Action Sports
- Parkside
- Home School Community



## COMMUNITY INPUT

The commitment has been developed in response to targeted engagement and research. Extensive engagement with young people and the youth sector was undertaken during 2020 and 2021. This included workshops with the Youth Advisory Squad and Youth Action Priorities Network, surveys of young people at Youth ARC, 'street chats' with young people in the city and focus groups with external services reference groups and key partners. Feedback from these engagement opportunities has informed the approach, format and content of the Youth Commitment and the underpinning Community Inclusion and Equity Framework and guides the work of the City of Hobart in relation to young people.

### WHAT WE HEARD:

**Safe, Social Spaces** - Young people regularly remind us of the importance of having safe and attractive spaces in the city to hang out and relax in with friends, spaces to make social connections with young people outside their existing social groups and networks. These spaces need to offer access to engaging activities, food and accessible, supportive staff. Young women often report feeling unsafe in central city locations, and so look for safe spaces to rely on when alone in the city. Young people also identify the need for more known and accessible recreational, arts and cultural activities in Hobart, as well as social support and health services.

**Employment, Education and Work Experience** - Work is an important way for young people to achieve a number of important milestones, including financial and emotional independence. The rise in youth unemployment has meant that a significant number of young people have had to struggle to achieve financial independence. In many instances, they have been forced to remain at home with their parents, making it much more difficult to achieve independence. We hear that many young people are seeking alternative educational opportunities, such as apprenticeships and traineeships, with the hope of becoming job-ready and able to transition into adulthood and independence.

**Support for Diverse Young People** - Hobart is rapidly becoming a more multicultural and diverse city, and young people are hyper-aware of diversity and the variety of ways of being and expressing oneself and how diversity leads to differing support needs. We hear that those who are new to Hobart need opportunities and support to increase their networks and make connections to other young people and services in the Hobart community, particularly when language poses additional barriers to thriving. We also hear that LGBTQI+ young people face higher rates of bullying due to homophobia and transphobia within the wider community, which can lead to higher rates of mental health concerns and social disadvantage. LGBTQI+ young people require safe, inclusive spaces to meet and support each other in. Diverse young people want opportunities to engage in the community in a meaningful way and to have their identity respected and celebrated.

## PRIORITY AREAS FOR ACTION

Voice and Participation - A common theme in the feedback that we receive from young people and the sector is the importance of ongoing, meaningful engagement at all levels of the decision making process. Young people are incredible advocates with innovative ways of seeing the world and to maintain strong engagement, they need to see their words being reflected back to them in action. Young people want to be involved in Identifying key challenge areas and also opportunities for positive action and change.

Advocacy on Key Issues of Mental Health and Transport - the City of Hobart's Youth Advisory Squad identified what they see as the key challenges for young people today: mental health and public transport. These young people see that reliable, affordable and accessible public transport is key to participating in education and employment for young people. They also note the rise in young people facing mental illness and are concerned about the lack of appropriate services to support them. Although these challenges extend outside the City of Hobart's scope of influence, the group see these two areas as key areas for advocating for more reliable and accessible services.

In alignment with the Capital City Strategic Plan and Social Inclusion Framework, the City commits to actions under the following four priority areas:

### TRUTH AND RECONCILIATION

Strategic Plan Outcome 2.1

Hobart is a place that recognises and celebrates Tasmanian Aboriginal people, history and culture, working together towards shared goals.



### PARTICIPATION AND ACCESS

Strategic Plan 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.



### WELLBEING AND KNOWLEDGE

Strategic Plan Outcome 2.3

Hobart communities are active, healthy and engaged in lifelong learning.



### SAFETY AND RESILIENCE

Strategic Plan Outcome 2.4

Hobart communities are safe and resilient, ensuring people can support one another and flourish in times of hardship.



These priority areas are used to structure our action in regards to delivering social and creative empowering programs and opportunities for young people aged 12–25 years old. These actions will be delivered via three main platforms: Youth Arts and Recreation Centre, Outreach programs and projects, and the working in collaboration with the Tasmania Youth Sector.

## ACTION PLAN

### CURRENT AND ONGOING ACTIONS

Continue to improve and maintain the Youth Arts & Recreation Centre as a safe, social and vibrant place for all young people to socialise and develop skills including the provision of safe, social and recreation opportunities through the Open Access Program.

Continue to hire the Youth Arts & Recreation Centre to business, community organisations and individuals to support creative and community programs.

Develop and deliver of a variety of skill development programs and projects to encourage young people to test, try and learn creative, cultural, employability and life skills.

Continue to provide opportunities for young people to be involved in events and activities that showcase their skills and talents. Opportunities include Platform youth culture magazine, podcast series, art exhibitions, music performances and events.

Engage regularly with young people in public spaces and through local services to understand their needs and aspirations and support their positive engagement in the life of the City with particular focus on community safety.

Continue to advocate for the needs of young people across Council, to other levels of government and the community service sector.

Facilitate networking opportunities for the southern youth sector to connect, share issues, ideas and collaborate on activities. Support the youth sector to advocate and take action on issues relating to young people in Hobart.

Maintain a broad understanding of the needs and issues for young people in Hobart and ensure that these are taken into account when developing strategies to enhance Hobart as an inclusive and equitable city for young people.



## NEW INITIATIVES AND GOALS

Improve knowledge of and access to referral pathways for young people accessing Youth ARC with the aim of providing supportive referrals to relevant youth services.

Build a supported volunteer program to create opportunities for young people to gain work and life experience through specialized projects and events. Regularly review the program in collaboration with youth sector partners.

Work in partnership with the Community Development Officer - Aboriginal Programs to build a culturally safe Youth ARC for Aboriginal young people, supporting them to participate and thrive.

Design and trial tailored programs and partnerships to increase participation of and support for young new Australians, young people with disabilities and LGBTIQ young people to reduce the impacts of isolation, discrimination and harassment.

STrial new partnership methods and mechanisms with aligned organisations to increase strategic action and improve program longevity to strengthen outcomes for young people.







City of Hobart Youth Commitment 2021–23

## GOVERNANCE AND REVIEW

We are committed to being transparent and accountable in the delivery of the Youth Commitment. We look to our community to guide us and provide feedback to strengthen our approach and delivery over time. To support this, we have mechanisms to guide the delivery and review of the commitment and to measure the effectiveness of the action plan:

Community Sector Reference Group includes representatives from major community organisations in Hobart and the sector peak bodies. This group meets with City of Hobart officers quarterly to provide advice and input into the City's work, including identifying emerging issues and appropriate responses. The group also provides feedback on the City's performance in relation to the Community Inclusion and Equity framework and monitors progress against the suite of community commitments.

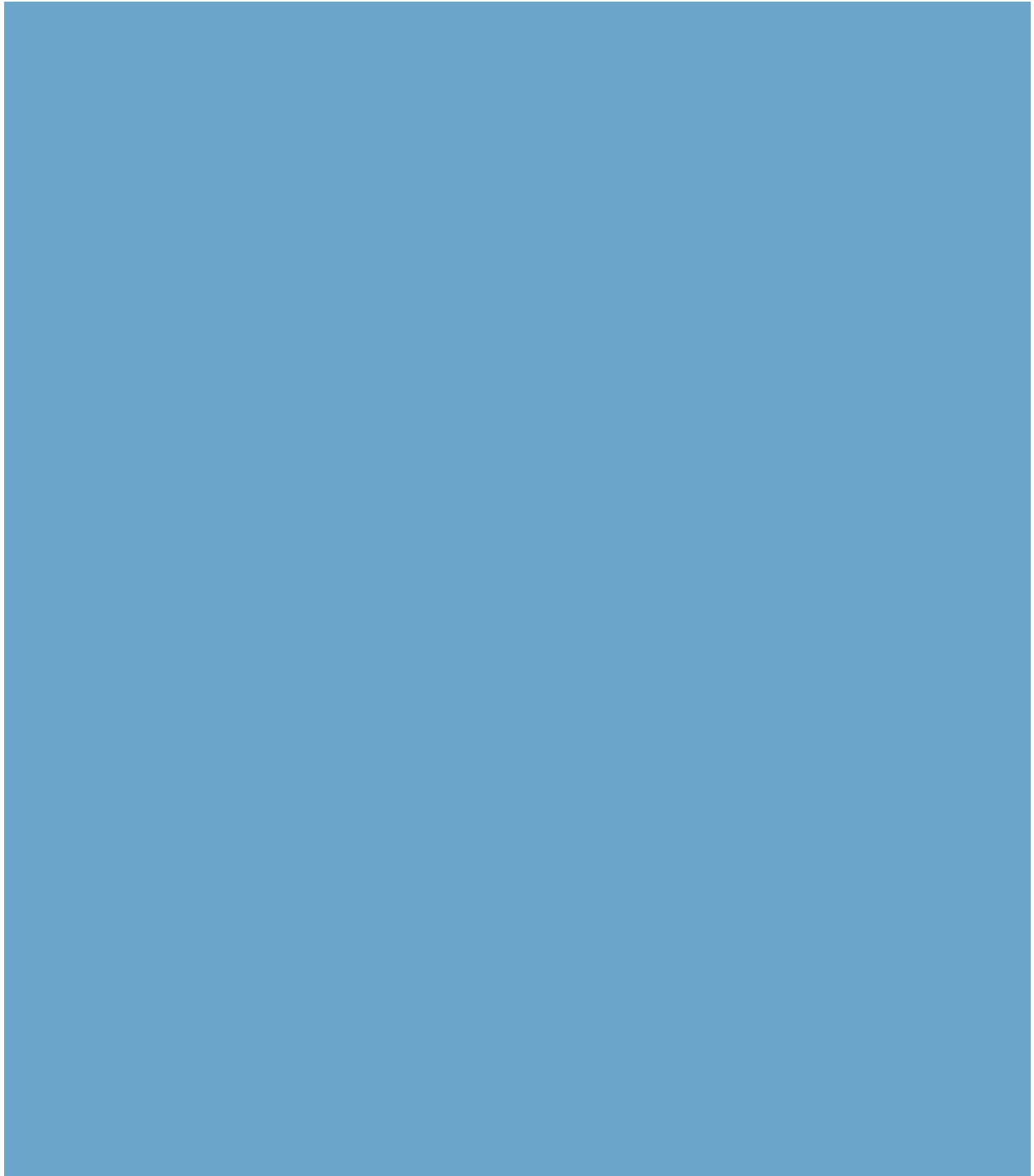
Inclusion and Equity Reference Group is made up of diverse City of Hobart staff from across the organisation who meet quarterly to support the delivery of the Community Inclusion and Equity framework and monitor progress against the suite of community commitments. Members of the Inclusion and Equity Reference Group also work to drive inclusion and equity action within their scope of influence.

Youth Advisory Squad is a diverse group of young people who meet fortnightly to provide input into the delivery of the Youth Commitment and highlight key trends and concerns for young people more broadly. The squad were highly involved in the development of the commitment and will provide oversight of reporting and review.

Youth Action Priorities Network comprises of a number of southern youth sector representatives. The network provides advice and guidance to the City of Hobart on a range of issues relating to young people. They provide direct input into the delivery and review of the Youth Commitment and support staff to track progress.

Customer feedback and project specific consultation is drawn upon by Youth Programs staff to understand the experiences and needs of Youth Arts and Recreation Centre users and young people in public space. Staff also ensure regular communication with key stakeholders to review progress and hear feedback.

Progress against the Youth Commitment will be reviewed regularly by the above groups with input from the broader community. The commitment will be updated every two years, to respond to community input and ensure currency.



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**6.3 2021-22 Fees and Charges - Community Life**  
**File Ref: F21/24516; 20/8**

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Report of the Acting Director Community Life of 22 April 2021 and attachments.

Delegation: Council



**REPORT TITLE: 2021-22 FEES AND CHARGES - COMMUNITY LIFE**

**REPORT PROVIDED BY:** Acting Director Community Life

**1. Report Purpose and Community Benefit**

- 1.1. In accordance with the requirements of the Council Pricing Policy and Guidelines dated 30 January 2020, the Council is to review its fees and charges on an annual basis as part of the budget process.
- 1.2. Setting appropriate fees and charges for the City's programs and services provides a sustainable framework within which programs and services can be delivered.
- 1.3. The purpose of this report is to present the proposed schedule of fees and charges for the Community Life Division for the 2021-22 financial year for endorsement.

**2. Report Summary**

- 2.1. The attached fees and charges as summarised in **Attachments A to F** of this report outline the proposed fees and charges for the Community Life Division for the 2021-22 financial year with the exception of those functions that report to the Economic, Development and Communications Committee and the Parks and Recreation Committee.
- 2.2. The total income generated for the 2021-22 financial year for the Community Life functions as listed in the below recommendation is estimated to be \$1,203,711 with an increase of approximately \$172,083 or 17 per cent from the 2020-21 budget as summarised in the below table:
  - 2.2.1. It is noted that the Council at its meeting of 27 April 2020 approved a COVID-19 community support package that included a policy of zero per cent increase on Council fees and charges for 2020-21.

### **3. Recommendation**

*That*

- 1. The schedule of fees and charges for the Community Life Division, marked as Attachments A-F to this report, and as referenced below, be adopted for the 2021-22 financial year:**
  - (i) Positive Ageing – Mathers House and Criterion House (Attachment A).**
  - (ii) Youth Arts and Recreation Centre (Attachment B).**
  - (iii) Events, Activations and Grants – City Banners, Lighting, Event Signage and Film Permits (Attachment C).**
  - (iv) Events, Activations and Grants – Hobart Food Truck Program (Attachment D).**
  - (v) Events, Activations and Grants – Equipment Hire (Attachment E).**
  - (vi) Salamanca Market (Attachment F).**

### **4. Background**

- 4.1. A review of each program area within the Community Life Division has been undertaken with the attached fees and charges as summarised in Attachments A to F of this report, with the exception of the below:
  - 4.1.1. The fees and charges for the Tasmanian Travel and Information Centre and Tourism function will be presented to the Economic Development and Communications Committee 29 April 2021.
  - 4.1.2. The fees and charges for the Doone Kennedy Hobart Aquatic Centre will be presented to the Parks and Recreation Committee 13 May 2021.
  - 4.1.3. The Council, at its meeting held on 18 March 2019, delegated to the General Manager the setting of fees and charges for the Taste of Tasmania.

### **5. Proposal and Implementation**

- 5.1. It is proposed that the attached schedules of fees and charges for 2020-21 financial year be endorsed by the Council.
- 5.2. Subject to the Council's approval, the fees and charges for the 2020-21 financial year will become effective from 1 July 2021.
- 5.3. The following provides information in relation to the fees and charges levied by the each program area as contained in Attachments A - F.

*Positive Ageing (Mathers House and Criterion House)*

- 5.4. The hire fees for Mathers House and Criterion House have had a full review and have been consolidated into one group of fees and charges to make it easier for hirers to understand the rates and for staff to administer the hire arrangements.
- 5.5. There is now a greater level of consistency across the community / not-for-profit rates and spaces available for hire in both facilities.
- 5.6. There has been a minor increase overall noting that community / not-for-profit hire is strategically priced low to allow accessibility and to recognise community benefit for smaller community organisations.
  - 5.6.1. There has been a higher increase for the commercial hire rates.
- 5.7. It is anticipated that there will only be a small increase in the total revenue derived from the hire of Mathers House and Criterion House as the facilities are already highly utilised.

*Youth Arts and Recreation Centre*

- 5.8. The hire rate fees for the Youth Arts and Recreation Centre have had a minor increase averaging two per cent across all fees and charges.
- 5.9. It is noted that the facility has not been available for hire of an evening since May 2018 due to flooding and the operation of the Safe Space overnight program so it is difficult to predict hire demand.
- 5.10. When in operation, the centre provides its use free of cost for most youth organisations or for activities for young people during working hours, when staff are on hand.

*Events, Activations and Grants – City Banners, Lighting, Event Signage and Film Permits (previously named Communications).*

- 5.11. Civic Banner fees have been adjusted to represent a full cost recovery to cover the cost of installation.
- 5.12. Event Signage has been renamed Gateway Signage to better represent the location of this signage.
- 5.13. The Festive City Lighting Program has been split into two distinct programs, waterfront and city centre, to offer more opportunities for bookings and the fees adjusted to increase the amount of partial cost recovery for this program.
  - 5.13.1. Lighting of the Doone Kennedy Hobart Aquatic Centre has been added to the Waterfront Program.

- 5.14. The Festive City Lighting programming fee has been increased to cover more of the direct cost to the City of lighting changeovers, which require the use of an external contractor.
- 5.15. A new fee and charge in 2021-22 is a reusable bag made from old banners from the City of Hobart civic banner program. The manufacture of the bags will be undertaken with a social enterprise and the finished bags will be sold at a minimal fee to the consumer.

#### Events, Activations and Grants – Hobart Food Truck Program

- 5.16. The Hobart Food Truck Program and associated permit fees were endorsed by the Council at its meeting held on 21 November 2016.
- 5.17. In response to the effects of COVID-19 on the hospitality industry and to better align the level of these fees to surrounding council areas and other Australian city food truck programs, a decrease to the Mobile Food Vendor fees has been recommended this year. An objective of this change is to encourage a greater diversity of food trucks to use the program.

#### *Events, Activations and Grants – Equipment Hire*

- 5.18. Taste of Tasmania equipment hires will be administered by the Activation Programs and Tourism Unit in 2021-22.
- 5.19. A new fee has been added for the hire of free standing bar tables.

#### *Salamanca Market*

- 5.20. The Licence Agreement between Salamanca Market stallholders and the Hobart City Council provides for site fees to be adjusted annually in accordance with movements of the Consumer Price Index (CPI) (Hobart) for the previous twelve (12) months with revaluation by a suitably qualified valuer every five (5) years.
  - 5.20.1. Site rentals were last re-valued in 2017 and are not due to be revalued until 2022 by an independent valuer.
  - 5.20.2. Accordingly the site fees for the 2020-21 financial year have been adjusted by 0.77 per cent in line with Stallholder Licence Clause 37(b), which stipulates that for non-valuation years, fees will be "indexed to the most recent available twelve month change in Consumer Price Index (All Groups - Hobart December Quarter) published by the Australian Bureau of Statistics."
  - 5.20.3. Notwithstanding the above, Clause 39 of the Stallholder Licence states that, "fees and charges which constitute cost recovery for goods or services provided by the Council to the Licensee (other than the issue of the Licence), the cost of which is beyond the Council's control (including insurance, supply of



power to the Stall Site, gas, electrical, fire and/or structural compliance checking services and collection of trade waste) will be set by the Council at 1 July each year to meet the reasonable cost of providing those goods or services."

- 5.21. Due to the ongoing COVID-19 restrictions, the market is operating a smaller, interim version of Salamanca Market, known as Tasmania's Own Market.

5.21.1. The proposed increase in the interim market's flat fee for both single and double stalls for the first six months of the new financial year will result in an additional \$43,000 (ex. GST) of revenue.

5.21.2. In operating this interim market, the quantity of equipment needing to be installed and packed up each week has doubled since the cessation of Salamanca Market in March 2020 and as a result, there is a significant increase in manual handling as well as time associated with general logistics. The additional revenue forecast through the 2021-22 fees and charges is proposed to meet these costs.

5.21.3. It is anticipated that the interim market will be in place until at least December 2021.

## **6. Strategic Planning and Policy Considerations**

- 6.1. There are no direct strategic planning implications arising from this report.
- 6.2. The annual review of fees and charges has been undertaken in accordance with the city of Hobart's Pricing Policy and Guidelines.

## **7. Financial Implications**

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

7.1.1. There is no impact on the current year operating result.

## 7.2. Impact on Future Years' Financial Result

- 7.2.1. The total income generated for the 2021-22 financial year for the following functions is estimated to be \$1,203,711 with an increase of approximately \$172,083 or 17 per cent from the 2020-21 budget as summarised in the below table:

FUNCTION	2020-21 BUDGET	2021-22 BUDGET	INCREASE / (DECREASE)	
Mathers House and Criterion House	\$24,006	\$30,000	\$5,994	25%
Youth Arts and Recreation Centre	\$4,119	\$5,501	\$1,382	34%
Events, Activations and Grants – City Banners, Lighting, Event Signage and Film Permits	\$19,316	\$11,000	(\$8,316)	(43%)
Events, Activations and Grants – Hobart Food Truck Program	\$26,250	\$24,000	(\$2,250)	(8.6%)
Events, Activations and Grants – Equipment Hire (prev. Taste)	N/A	\$35,000	\$35,000	-
Salamanca Market	\$957,937	\$1,098,210	\$140,273	15%
<b>TOTAL</b>	<b>\$1,031,628</b>	<b>\$1,203,711</b>	<b>\$172,083</b>	<b>17%</b>

## 8. Community and Stakeholder Engagement

- 8.1. Consultation has occurred with Divisional Budget Function Officers in the preparation of this report.

### *Salamanca Market*

- 8.2. Any approved increases to the fee structure will be communicated with the Salamanca Market Stallholders' Association and all stallholders prior the new financial year invoices being raised.

## 9. Legal, Risk and Legislative Considerations

- 9.1. Pursuant to section 205 of the *Local Government Act 1993*, Council may impose fees and charges for various services.
- 9.2. The Licence Agreement between Salamanca Market stallholders and Hobart City Council provides for site fees to be adjusted annually by Consumer Price Index (CPI) (Hobart) for the previous twelve (12) months with a revaluation every five (5) years. The last revaluation was undertaken for the 2017-18 financial year.

9.2.1. Clause 37 of the Stallholder Licence also states that:

*for all other years during the Term the Site Fee will be indexed to the most recent available twelve month change in Consumer Price Index (All Groups - Hobart - December Quarter) published by the Australian Bureau of Statistics.*

## 10. Delegation

10.1. This matter is delegated to the Council.







*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.*



Iris Goetzki

**ACTING DIRECTOR COMMUNITY LIFE**

Date: 22 April 2021  
File Reference: F21/24516; 20/8

- Attachment A: Schedule of Positive Ageing - Mathers House and Criterion House Fees and Charges for 2021-22 ↓ 
- Attachment B: Schedule of Youth Arts and Recreation Centre Fees and Charges for 2021-22 ↓ 
- Attachment C: Schedule of Events, Activations and Grants - City Banners, Lighting, Event Signage and Film Permits Fees and Charges for 2021-22 ↓ 
- Attachment D: Schedule of Events, Activations and Grants - Hobart Food Truck Program Fees and Charges for 2021-22 ↓ 
- Attachment E: Schedule of Events, Activations and Grants - Equipment Hire Fees and Charges for 2021-22 ↓ 
- Attachment F: Schedule of Salamanca Market Fees and Charges for 2021-22 ↓ 

**Proposed 2021-22 Fees & Charges: Mathers House and Criterion House**

NAVison Code	Description	2019-20 Actual excl. GST	2020-21 Budget excl. GST	2020-21 Jan YTD excl. GST	2021-22 Estimate excl. GST
2402 J000284 0.001	Mathers House - Commercial income	-21,190	-15,006	-4,929	
2402 J000195 0.001	Criterion House - Commercial income	-5,455	-9,000	-3,846	
<b>Mathers House</b>		<b>26,644</b>	<b>24,006</b>	<b>8,775</b>	<b>30,000</b>
				Change from 2020-21 to 2021-22	24.97%

2021-22 to be renamed to Mathers House and Criterion House  
2021-22 Income for Criterion House has been budgeted for in J000284

Fee Description	2019-2020 Fee incl. GST	2020-2021 Fee incl. GST	Pricing Method	Last Changed (type <i>New Fee</i> if applicable)	Proposed Fee 2021 - 2022 incl. GST	Fee includes GST (Y/N)	GST \$	Unit	% Variation	Estimated Quantity	Estimated Income excl. GST	Comment
<b>Venue Hire - Community/Not for Profit</b> Mathers House Upper Level - No Kitchen Use, Mathers House - Lower Level Room, Criterion House Nell Pascoe Room	\$17.50	\$17.50	Partial Cost Recovery	2019-20	\$25.00	Y	\$2.27	per hour	42.86%		\$13,000.00	All charges have been simplified to be a consistent charge for Community/Not for Profit across spaces and times. Previous rates vary from \$17.50-\$36 per hour. Some costs have been reduced and some have increased however overall it is anticipated the income will remain the same or potentially have a small increase.
Mathers House - Upper Level - including hire of Kitchen Equipment	\$276.00	\$276.00	Partial Cost Recovery	2019-20	\$50.00	Y	\$4.55	per hour	-81.88%		\$2,000.00	Fee now charged on an hourly rate (Previous fee based on per use - 4 hourly minimum).
<b>Venue Hire - Commercial</b> Mathers House Upper Level - No Kitchen Use, Mathers House - Lower Level Room, Criterion House Nell Pascoe Room	\$36.00	\$36.00	Partial Cost Recovery	2019-20	\$50.00	Y	\$4.55	per hour	38.89%		\$13,000.00	All charges have been simplified to be a consistent charge for Private/Commercial use across spaces and times. Previous rates were \$36.00 per hour so have increased substantially with the hire of kitchen equipment now charged on an hourly rate.
Mathers House - Upper Level - including hire of Kitchen Equipment	\$276.00	\$276.00	Partial Cost Recovery	2019-20	\$100.00	Y	\$9.10	per hour			\$2,000.00	Fee now charged on an hourly rate (Previous fee based on per use - 4 hourly minimum).
<b>Security Bonds</b> <b>Community/Not for Profit and Commercial</b> (GST only applies on forfeiture of deposit)												
General	\$184.00	\$184.00	Security Deposit	2019-20	\$200.00	N	\$0.00	per use	8.70%		\$0.00	Refundable bond.
Parties	\$612.50	\$612.50	Security Deposit	2019-20	\$650.00	N	\$0.00	per use	6.12%		\$0.00	Refundable bond.
18th or 21st birthday parties	\$5,103.50	\$5,103.50	Security Deposit	2019-20	\$5,500.00	N	\$0.00	per use	7.77%		\$0.00	Refundable bond.



**Proposed 2021-22 Fees & Charges: Youth Arts and Recreation Centre/Youth ARC**

NAVison Code	Description	2019-20 Actual excl. GST	2020-21 Budget excl. GST	2020-21 Jan YTD excl. GST	2021-22 Estimate excl. GST
2402 J000241 0.001	Youth Arts & Recreation Centre - Commercial Income	-2,270	-4,119	-293	-5,500
	<b>Youth Arts and Recreation Centre/Youth ARC</b>	<b>2,270</b>	<b>4,119</b>	<b>293</b>	<b>5,501</b>
Change from 2020-21 to 2021-22					33.56%

Fee Description	2019-2020 Fee incl. GST	2020-2021 Fee incl. GST	Pricing Method	Last Changed (type <i>New Fee</i> if applicable)	Proposed Fee 2021 - 2022 incl. GST	Fee includes GST (Y/N)	GST \$	Unit	% Variation	Estimated Quantity	Estimated Income excl. GST	Comment
<b>Hourly Hire Rate Commercial</b>												
Weekday rate after 6.00pm	\$255.00	\$255.00	Full Cost Recovery	2019-20	\$250.00	Y	\$23.64	per hour	1.96%		\$0.00	
Saturday rate	\$296.00	\$296.00	Full Cost Recovery	2019-20	\$300.00	Y	\$27.27	per hour	1.35%		\$0.00	
Sunday rate	\$306.00	\$306.00	Full Cost Recovery	2019-20	\$310.00	Y	\$28.18	per hour	1.31%		\$0.00	
<b>Hourly Hire Rate Youth Music Event</b>												
Weekday rate	\$82.00	\$82.00	Partial Cost Recovery	2019-20	\$85.00	Y	\$7.73	per hour	3.66%		\$0.00	
Saturday rate	\$102.00	\$102.00	Partial Cost Recovery	2019-20	\$105.00	Y	\$9.55	per hour	2.94%		\$0.00	
Sunday rate	\$112.00	\$112.00	Partial Cost Recovery	2019-20	\$115.00	Y	\$10.45	per hour	2.68%		\$0.00	
<b>Hourly Hire Rate Casual/Community</b>												
Hourly rate Monday to Sunday	\$51.00	\$51.00	Partial Cost Recovery	2019-20	\$52.00	Y	\$4.73	per hour	1.96%	40	\$1,890.80	
Security bond (GST only applies on forfeiture of deposit)	\$255.00	\$255.00	Security Deposit	2019-20	\$250.00	N	\$0.00	per use	-1.96%		\$0.00	Refundable bond.
<b>Community Groups</b>												
Hourly rate - weekdays	\$37.00	\$37.00	Partial Cost Recovery	2019-20	\$38.00	Y	\$3.45	per hour	2.70%	59.5	\$2,055.73	
Hourly rate - weekends	\$37.00	\$37.00	Partial Cost Recovery	2019-20	\$38.00	Y	\$3.45	per hour	2.70%	45	\$1,554.75	
<b>Youth Organisations</b>												
Hourly rate - weekends	\$37.00	\$37.00	Partial Cost Recovery	2019-20	\$38.00	Y	\$3.45	per hour	2.70%		\$0.00	

**Proposed 2021-22 Fees & Charges: Events, Activations and Grants - City Banners, Lighting, Event Signage and Filming Permits and City Lighting**

NAVison Code	Description	2019-20 Actual excl. GST	2020-21 Budget excl. GST	2020-21 Jan YTD excl. GST	2021-22 Estimate excl. GST
2205 J000506 0 001 Event Signage		-1,705	-750	0	
2266 J000502 0 001 Civic Banners		-16,430	-18,000	-636	
2272 J000009 0 001 City Lighting		0	0	0	
2901 J000553 0 001 Photography and Filming Permits		-2,453	0	-836	
2901 J000503 0 001 City Festive Lighting		-1,341	-566	-1,734	
<b>City Banners, Event Signage, Filming Permits and City Lighting</b>		<b>21,929</b>	<b>19,316</b>	<b>3,206</b>	<b>11,000</b>
<b>Events, Activations and Grants</b>					
<b>Change from 2020-21 to 2021-22</b>					<b>-43.05%</b>

Fee Description	2019-2020 Fee incl. GST	2020-2021 Fee incl. GST	Pricing Method	Last Changed (type <b>New Fee</b> if applicable)	Proposed Fee 2021 - 2022 incl. GST	Fee includes GST (Y/N)	GST \$	Unit	% Variation	Estimated Quantity	Estimated Income excl. GST	Comment
<b>Civic Banners and Event Signage</b>												
<b>Banners - Arterial (Lower Davey Street and Railway Roundabout)</b>												
Half set - installation	\$1,190.00	\$1,190.00	Full Cost Recovery	2016-2017	\$1,200.00	Y	\$109.09	per installation	1%			Adjusted the fee to a full cost recovery level.
Full set - installation	\$1,500.00	\$1,500.00	Full Cost Recovery	2016-2017	\$1,500.00	Y	\$136.36	per installation	0%			
<b>Banners - CBD - Large</b>												
Core block only - installation	\$1,100.00	\$1,100.00	Full Cost Recovery	2014-2015	\$1,200.00	Y	\$109.09	per installation	9%			Adjusted the fee to a full cost recovery level.
Full set - installation	\$2,000.00	\$2,000.00	Full Cost Recovery	2016-2017	\$2,740.00	Y	\$249.09	per installation	37%			Adjusted the fee to a full cost recovery level. Elizabeth Street, Collins Street, Murray Street and parts of Liverpool Street.
<b>Banners - Liverpool Street (Between Elizabeth and Murray Streets)</b>												
Liverpool Street	\$500.00	\$500.00	Market Pricing	2016-2017	\$870.00	Y	\$79.09	per installation	74%			Adjusted the fee to a full cost recovery level and set at market pricing to match the scale of the other banner programs.
<b>Banners - CBD - Small</b>												
Elizabeth Mall and bus mall only	\$890.00	\$890.00	Full Cost Recovery	2016-2017	\$870.00	Y	\$79.09	per installation	-2%			Adjusted the fee to a full cost recovery level.
Elizabeth Mall and Criterion Street	\$1,000.00	\$1,000.00	Full Cost Recovery	2016-2017	\$1,200.00	Y	\$109.09	per installation	20%			Adjusted the fee to a full cost recovery level. Elizabeth Mall and Criterion Street.
<b>Banners - North Hobart</b>												
Elizabeth Street - installation	\$700.00	\$700.00	Full Cost Recovery	2016-2017	\$1,200.00	Y	\$109.09	per installation	71%			Adjusted the fee to a full cost recovery level.
<b>Banners - Sandy Bay</b>												
Sandy Bay Road (upper)	\$350.00	\$350.00	Full Cost Recovery	2016-2017	\$870.00	Y	\$79.09	per installation	149%			Dramatic increase in price is due to the opening special not being adjusted since their installation 3 years ago
<b>Event Gateway Signage</b>												
Entrance to the City - gateway signboards	\$300.00	\$300.00	Full Cost Recovery	2015-2016	\$300.00	Y	\$27.27	per booking	0%			
Additional line - (maximum of 4 per booking)	\$150.00	\$150.00	Full Cost Recovery	2015-2016	\$150.00	Y	\$13.64	per line	0%			
Additional cost - non-standard colour/font preferences	\$25.00	\$25.00	Full Cost Recovery	2017-2018	\$25.00	Y	\$2.27	per line	0%			
<b>Photography and Filming</b>												
Streets/Open Space Areas												
Commercial - half day or part	\$360.00	\$360.00	Market Pricing	2016-2017	\$367.00	N	\$0.00	per application up to 4 hours	2%			
Commercial - full day	\$660.00	\$660.00	Market Pricing	2016-2017	\$673.00	N	\$0.00	per application	2%			

Fee Description	2019-2020 Fee incl. GST	2020-2021 Fee incl. GST	Pricing Method	Last Changed (type <i>New Fee</i> if applicable)	Proposed Fee 2021 - 2022 incl. GST	Fee includes GST (Y/N)	GST \$	Unit	% Variation	Estimated Quantity	Estimated Income excl. GST	Comment
Low impact Fee	\$100.00	\$100.00	Market Pricing	2018-2019	\$102.00	N	\$0.00	per application	2%			
<b>Festive City Lighting</b> <b>Waterfront Program</b> (Cardinal lights, Railway Roundabout Fountain, Rose Garden Bridge, DKHAC) Commercial	\$300.00	\$300.00	Partial Cost Recovery	2018-2019	\$350.00	Y	\$31.82	per booking	17%			Program split into 2 distinct programs to offer more opportunity for bookings and increased the amount of partial cost recovery.
Non-commercialCommunity/Not for Profit			Partial Cost Recovery	2017-2018	\$175.00	Y	\$15.91	per booking	New Charge			
<b>City Centre Program</b> (Franklin Square, Elizabeth Mall and Kennedy Lane lights) Commercial			Partial Cost Recovery	2017-2018	\$200.00	Y	\$18.18	per booking	New Charge			Program split into 2 distinct programs to offer more opportunity for bookings and increased the amount of partial cost recovery.
Non-commercialCommunity/Not for Profit			Partial Cost Recovery	2017-2018	\$100.00	Y	\$9.09	per booking	New Charge			
Cardinal lights (Mawson Place) Not-for-profit/charity events/community service- purpose (or on behalf of) Programming fee (colour request is outside of pre-programmed colours) - not-for-profit Commercial	\$100.00 25% of applicable fee	\$100.00 25% of applicable fee			\$100.00 25% of applicable fee	Y Y	\$9.09 per booking	per booking	0%			Included above
	\$100.00	\$100.00	Partial Cost Recovery	2018-2019	\$250.00	Y	\$22.73	per booking	150%			No discount applies-Increased the fee to cover more of the cost of servicing
Non-commercialCommunity/Not for Profit			Partial Cost Recovery	2017-2018	\$150.00	Y	\$13.64	per booking	New Charge			Increased the fee to cover more of the cost of servicing
Reusable bag made from CoH Civic banner Banner Bag Size 1			Partial Cost Recovery	<i>New Fee</i>	\$11.00	Y	\$1.00	per unit	New Charge			Reuse of old banners upcycled into bags manufactured in conjunction with a social enterprise
Banner Bag Size 2			Partial Cost Recovery	<i>New Fee</i>	\$16.50	Y	\$1.50	per unit	New Charge			Reuse of old banners upcycled into bags manufactured in conjunction with a social enterprise
Banner Bag Size 3			Partial Cost Recovery	<i>New Fee</i>	\$22.00	Y	\$2.00	per unit	New Charge			Reuse of old banners upcycled into bags manufactured in conjunction with a social enterprise

**Proposed 2021-22 Fees & Charges: Events, Activations and Grants - Hobart Food Truck Program Permits**

NAVison Code	Description	2019-20 Actual excl. GST	2020-21 Budget excl. GST	2020-21 Jan YTD excl. GST	2021-22 Estimate excl. GST
2266 J000116 0 001	Event Development - External Services Fees	-6,669	-26,250	0	
2279 J000116 0 001	Event Development - Other Fees	-15,676	0	-20,059	
Food Truck Permits		22,345	26,250	20,059	0 <span style="background-color: #92d050;">24,000</span>
Change from 2020-21 to 2021-22					-8.57%

Fee Description	2019-2020 Fee incl. GST	2020-2021 Fee incl. GST	Pricing Method	Last Changed (type <i>New Fee</i> if applicable)	Proposed Fee 2021 - 2022 incl. GST	Fee includes GST (Y/N)	GST \$	Unit	% Variation	Estimated Quantity	Estimated Income excl. GST	Comment
<b>Food Truck Permits</b>												
Road Registered Vehicles - For Trade on Public Roads												
Full year permit	\$2,606.00	\$2,606.00	Market Pricing	2019-20	\$2,100.00	N	\$0.00	per permit	-19.42%	4	\$8,400.00	
3-month permit	\$781.00	\$781.00	Market Pricing	2019-20	\$650.00	N	\$0.00	per permit	-16.77%	24	\$15,600.00	6 food trucks x 4 x \$650 = \$15600 estimated income
<b>Non-Motorised, Non-Road Registered Vehicles - For Trade on Footpaths, Parks and Reserves</b>												
Full year permit	\$1,302.00	\$1,302.00	Market Pricing	2019-20	\$1,302.00	N	\$0.00	per permit	0.00%		\$0.00	
3-month permit	\$390.00	\$390.00	Market Pricing	2019-20	\$390.00	N	\$0.00	per permit	0.00%		\$0.00	



**Proposed 2021-22 Fees & Charges: Taste of Tasmania Events, Activations and Grants - Equipment Hire**

NAVison Code	Description	2019-20 Actual excl. GST	2020-21 Budget excl. GST	2020-21 Jan YTD excl. GST	2021-22 Estimate excl. GST
<i>Note: Income for equipment hire will move from the Taste of Tasmania J000087 to Events, Activations and Grants J000115 as of July 1 2021</i>					
2279 J000087 0.001	Programming - Other Fees	-12,630	0	-518	
2279 J000115 0.001	Events, Activation and Grants - Admin				
<b>Taste of Tasmania Equipment Hire</b>		<b>12,630</b>	<b>0</b>	<b>518</b>	<b>35,000</b>
Change from 2020-21 to 2021-22				N/A	Nil 2020-21 budget

Fee Description	2019-2020 Fee incl. GST	2020-2021 Fee incl. GST	Pricing Method	Last Changed (type <i>New Fee</i> if applicable)	Proposed Fee 2021 - 2022 incl. GST	Fee includes GST (Y/N)	GST \$	Unit	% Variation	Estimated Quantity	Estimated Income excl. GST	Comment
<b>Equipment Hire - Community/Not for Profit</b>												
Additional Refrigeration (1/8 cool room)	\$416.00	\$416.00	Partial Cost Recovery	2018-19	\$424.00	Y	\$38.55	per unit	1.92%			PW1 purpose built cool rooms.
PW1 purpose built cool rooms - per week												
Waterfront Fence - per piece per week	\$44.50	\$44.50	Partial Cost Recovery	2018-19	\$45.00	Y	\$4.09	per panel	1.12%			These fences are only suitable for PW1 waterfront.
PW1 Food Kiosk - 3 day hire	\$820.00	\$820.00	Partial Cost Recovery	2018-19	\$836.00	Y	\$76.00	per unit	1.95%			
PW1 Food Kiosk - per week	\$1,915.00	\$1,915.00	Partial Cost Recovery	2018-19	\$1,953.00	Y	\$177.55	per unit	1.98%			
Umbrella with stand only - per week	\$123.00	\$123.00	Partial Cost Recovery	2018-19	\$125.00	Y	\$11.36	per unit	1.63%			Additional cost for Hurricane Marine to transport and install umbrellas.
Bean Bag - per week - minimum of 20	\$13.00	\$13.00	Market Pricing	2018-19	\$13.00	Y	\$1.18	per unit	0.00%			Additional transport costs involved if hiring more than 40 bean bags.
Table and Bench Set Hire - per week - minimum of 20	\$41.00	\$41.00	Market Pricing	2018-19	\$42.00	Y	\$3.82	per unit	2.44%			Only hired in sets of 20.
Water Refill Stations	\$102.00	\$102.00	Market Pricing	2018-19	\$104.00	Y	\$9.45	per station	1.96%			Additional cost for Howrah Plumbing to install.
Stainless Steel Benches - per week	\$70.00	\$70.00	Market Pricing	2019-20	\$71.00	Y	\$6.45	per unit/per week	1.43%			Minimum of 4 per hire.
Bin lids - per week - minimum of 10	\$13.00	\$13.00	Market Pricing	2019-20	\$13.00	Y	\$1.18		0.00%			Minimum of 10 per hire.
Portable Demonstration Kitchen	\$5,000.00	\$5,000.00	Market Pricing	2019-20	\$5,100.00	Y	\$463.64		2.00%			
Free Standing Bar Table - per week - minimum of 5			Market Pricing	<i>New Fee</i>	\$22.00	Y	\$2.00		New Charge			
<b>Equipment Hire - Commercial</b>												
Additional Refrigeration (1/8 cool room)	\$432.00	\$432.00	Partial Cost Recovery	2018-19	\$441.00	Y	\$40.09	per unit	2.08%			PW1 purpose built cool rooms.
PW1 purpose built cool rooms - per week												
Waterfront Fence - per piece per week	\$46.00	\$46.00	Partial Cost Recovery	2018-19	\$47.00	Y	\$4.27	per panel	2.17%			
PW1 Food Kiosk - 3 day hire	\$853.00	\$853.00	Partial Cost Recovery	2018-19	\$870.00	Y	\$79.09	per unit	1.99%			
PW1 Food Kiosk - per week	\$1,992.00	\$1,992.00	Partial Cost Recovery	2018-19	\$2,032.00	Y	\$184.73	per unit	2.01%			
Umbrella with stand only - per week	\$127.00	\$127.00	Partial Cost Recovery	2018-19	\$130.00	Y	\$11.82	per unit	2.36%			Additional cost for Hurricane Marine to transport and install umbrellas.
Bean Bag - per week - minimum of 20	\$13.50	\$13.50	Market Pricing	2018-19	\$14.00	Y	\$1.27	per unit	3.70%			Additional transport costs involved if hiring more than 40 bean bags.
Table and Bench Set Hire - per week	\$43.00	\$43.00	Market Pricing	2018-19	\$44.00	Y	\$4.00	per unit	2.33%			Only hired in sets of 20.
Water Refill Stations	\$107.00	\$107.00	Market Pricing	2018-19	\$109.00	Y	\$9.91	per station	1.87%			Additional cost for Howrah Plumbing to install.
Stainless Steel Benches - per week	\$75.00	\$75.00	Market Pricing	2019-20	\$76.00	Y	\$6.91	per unit/per week	1.33%			Minimum of 4 per hire.
Bin lids - per week - minimum of 10	\$15.00	\$15.00	Market Pricing	2019-20	\$15.00	Y	\$1.36		0.00%			Minimum of 10 per hire.
Portable Demonstration Kitchen	\$5,500.00	\$5,500.00	Market Pricing	2019-20	\$5,610.00	Y	\$510.00		2.00%			
Free Standing Bar Table - per week - minimum of 5			Market Pricing	<i>New Fee</i>	\$24.00	Y	\$2.18		New Charge			

**Proposed 2021-22 Fees & Charges: Salamanca Market**

NAVison Code	Description	2019-20 Actual excl. GST	2020-21 Budget excl. GST	2020-21 Jan YTD excl. GST	2021-22 Estimate excl. GST
2204 J000083 0 001	Salamanca Market - Licences	-5,116	-4,983	-5,248	
2209 J000083 0 001	Licensed Stallholder Fees	-715,151	-783,992	-156,441	
2209 J000083 0 801	Casual Stallholder Fees	-155,498	-168,962	-31,740	
2209 J000448 0 001	Salamanca Market - The Innovator Fees	-1,751	0	0	
<b>Salamanca Market</b>		<b>877,516</b>	<b>957,937</b>	<b>193,429</b>	<b>1,098,210</b>
<b>Change from 2020-21 to 2021-22</b>					<b>14.64%</b>

Assumed that TOM will exist with 238 stalls until 31 December 2021

Fee Description	2019-2020 Fee incl. GST	2020-2021 Fee incl. GST	Pricing Method	Last Changed (type New Fee if applicable)	Proposed Fee 2021 - 2022 incl. GST	Fee includes GST (Y/N)	GST \$	Unit	% Variation	Estimated Quantity	Estimated Income excl. GST	Comment
A Site - centre aisle	\$86.47	\$86.47	Market Pricing	2020-21	\$87.14	Y	\$7.92	per day	0.77%	1267	\$100,366.96	43 stalls*26 weeks + 4*19 weeks + 1AD (52 weeks) + 3*7 weeks
B Site - side line	\$69.15	\$69.15	Market Pricing	2020-21	\$69.68	Y	\$6.33	per day	0.77%	4394	\$278,359.56	154 stalls*26 weeks + 1*19 (SummerOnly) + 4*7 weeks + 3*19 weeks + 4*BD(104 weeks) + 1*BT(78 weeks)
C Site - upper section	\$63.84	\$63.84	Market Pricing	2020-21	\$64.34	Y	\$5.85	per day	0.77%	962	\$56,262.66	37 stalls*26 weeks
D Site - The Market Table	\$0.00	\$99.00	Market Pricing	2020-21	\$99.76							Likely to commence in January 2022
Split centre aisle	\$55.68	\$55.68	Market Pricing	2020-21	\$56.11	Y	\$5.10	per day	0.77%	546	\$27,848.79	21 stalls*26 weeks
Casual site	\$79.83	\$79.83	Market Pricing	2020-21	\$80.44	Y	\$7.31	per day	0.77%	1348	\$98,582.23	54 stalls on avg available per week, full takeup for summer and 46 stall on average for winter
Temporary stall permit			Market Pricing	New Fee	\$180.00	Y	\$16.36	per day	New Charge	5	\$818.20	Intending to start small. Price will cover drafting of permit, approval of permit and meeting with Market Coord. Likely to apply to seasonal products.
Innovator site	\$113.29	\$113.29	Market Pricing	2020-21	\$115.00	Y	\$10.45	per day	1.51%	10	\$1,045.50	10 weeks
Late payment - casual Site	\$23.34	\$0.00	Market Pricing	2020-21	\$0.00	Y		per day				No longer applicable
Public and product liability insurance levy	\$5.93	\$5.93	Full Cost Recovery	2020-21	\$6.73	Y	\$0.61	per day	13.45%	8342	\$51,053.04	269 Licensed*26 weeks plus 1,348 trading days Casuals
Table hire	\$8.00	\$8.00	Full Cost Recovery	2020-21	\$9.00	Y	\$0.82	per table	12.50%	1338	\$10,944.84	Licensed: 37 Summer and 35 Winter, plus 390 for Casuals
Electricity supply - flat fee (includes 1 plug)	\$10.00	\$10.00	Full Cost Recovery	2020-21	\$10.00	Y	\$0.91	per day	0.00%	917	\$8,335.53	35 stallholders for 26 weeks, 1 in winter only for 7 weeks
Electricity supply - additional plugs	\$3.00	\$3.00	Full Cost Recovery	2020-21	\$3.00	Y	\$0.27	per day	0.00%	1742	\$4,755.66	7@2 plugs, 7@3 plugs, 4@4 plugs, 1@5 plugs, 1@6 plugs, 3PH: 2@1 plug and 1@3 plugs
Electricity supply - three phase charge	\$8.00	\$8.00	Full Cost Recovery	2020-21	\$8.00	Y	\$0.73	per day	0.00%	78	\$567.06	3@3PH
Transfer of Licence	\$475.00	\$475.00	Full Cost Recovery	2020-21	\$480.00	Y	\$43.64	per transfer	1.05%	15	\$6,545.40	Avg 15 per year
Marketing Levy	\$3.00	\$3.00		2020-21	\$3.75	Y	\$0.34	per day	25.00%	9621	\$32,807.61	26 weeks - Incl. Casuals
Site number sign	\$0.00	\$20.00	Full Cost Recovery	2020-21	\$20.00	Y	\$1.82	per sign	0.00%	2	\$36.36	
Gas, electrical and fire equipment audits		contractor's rate	Full Cost Recovery	2020-21	contractor's rate	Y						In/out item
Change of electve (trestle table, electrical) charges fee	\$35.00	\$35.00	Partial Cost Recovery	2020-21	\$35.00	Y	\$3.18	per change	0.00%	3	\$95.46	Applicable to licensed stallholders
Electrical connection fee	\$40.00	\$40.00	Market Pricing	2020-21	\$40.00	Y	\$3.64	per day	0.00%	1	\$36.36	For hirers external to the City of Hobart for use at the market
Hire of any electrical safety equipment	\$20.00	\$20.00	Market Pricing	2020-21	\$20.00	Y	\$1.82	per day	0.00%	1	\$18.18	For hirers external to the City of Hobart for use at the market
Equipment hire PA or wobble boards (per piece)	\$20.00	\$20.00	Market Pricing	2020-21	\$20.00	Y	\$1.82	per day	0.00%	1	\$18.18	For hirers external to the City of Hobart for use at the market
Hire Portable Commercial Kitchen - Initial hire for one day. Does not include transport or any other costs		\$5,000.00	Market Pricing	Taken over from Taste 2279 J000087 0 001	\$2,200.00	Y	\$200.00	Fixed cost includes one day hire	-56.00%			For hirers external to the City of Hobart
Hire Portable Commercial Kitchen - subsequent hire days			Market Pricing	New Fee	\$660.00	Y	\$60.00	per day	New Charge			For hirers external to the City of Hobart
Tasmania's Own Market - Single stall		\$64.00	Market Pricing	2020-21	\$71.00	Y	\$6.45	per day	10.94%	6032	\$389,365.60	232 stalls x 26 weeks (July to December)
Tasmania's Own Market - Double stall		\$96.00	Market Pricing	2020-21	\$131.00	Y	\$11.91	per day	36.46%	156	\$18,578.04	6 stalls x 26 weeks (July to December)
Tasmania's Own Market - Electricity Flat Fee		\$10.00	Market Pricing	2020-21	\$10.00	Y	\$0.91	per day	0.00%	546	\$4,963.14	21 stalls x 26 weeks (July to December)
Tasmania's Own Market - Table hire	\$8.00	\$8.00	Full Cost Recovery	2020-21	\$9.00	Y	\$0.82	per table	12.50%	832	\$6,805.76	32 tables per week * 26 weeks
Tasmania's Own Market - Single stall high season		\$64.00	Market Pricing	2020-21	\$75.00	Y	\$6.82	per day	17.19%	0	\$0.00	Optional fee structure for TOM for summer trade
Tasmania's Own Market - Double stall high season		\$96.00	Market Pricing	2020-21	\$135.00	Y	\$12.27	per day	40.63%	0	\$0.00	Optional fee structure for TOM for summer trade

**6.4 Applications Approved Under the Delegated Authority of the Deputy  
General Manager for Quick Response Grants  
File Ref: F21/32839; 20/74**

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Memorandum of the Acting Director Community Life of 21 April 2021 and attachment.

Delegation: Committee



City of **HOBART**

**MEMORANDUM: COMMUNITY, CULTURE AND EVENTS COMMITTEE**

**Applications Approved Under the Delegated Authority of  
the Deputy General Manager for Quick Response Grants**

The Acting 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.*

Iris Goetzki

**ACTING DIRECTOR COMMUNITY LIFE**

Date: 21 April 2021  
File Reference: F21/32839; 20/74

Attachment A: Quick Response Applications Approved Under Delegated  
Authority ↴ 



**APPLICATIONS APPROVED UNDER THE DELEGATED  
 AUTHORITY OF DEPUTY GENERAL MANAGER  
 FOR QUICK RESPONSE GRANTS – FILE REF: 20/74**

<b>Applicant</b>	<b>Project Description</b>	<b>Grant Stream</b>	<b>Value of Grant \$ excl</b>	<b>Date of Approval</b>
Confederation of Greater Hobart Business Ltd  16/4/2021	<p><i>Launch of the Confederation of Greater Hobart Business Ltd</i></p> <p>Public launch of the organisation so that the media could help promote the cause and get the membership up as soon as possible.</p> <p>Small business owners are struggling to deal with post COVID-19 life. This launch started a process whereby small businesses pulled together and spoke as a single voice through the organisation, airing issues and ideas that contributed meaningfully to the community. This launch also focused on starting networking that was low cost or free around the HCC area so that isolated business owners could congregate and start to reconnect to their community. Suicide is a major issue and strengthening small business community should be at the forefront to deal with it.</p>	Event Support	\$333 in-kind	30/3/2021
Rwandan Australian Friendship Association  17/4/2021	<p><i>Commemoration of the Genocide of Tutsis</i></p> <p>The event is held every year in Hobart since 2003 and it aimed to remember victims, and educate the community about the genocide in Rwanda. Testimonies, and dignitaries delivered speeches during this event.</p>	Event Support	\$385 in-kind	30/3/2021
Singers of Southern Tasmania (SoST)  15/3 – 31/5/2021	<p><i>Project Open Door</i></p> <p>This project enables international students to participate in Singers of Southern Tasmania rehearsals and concerts where their personal financial constraints do not permit this. It will help reduce isolation and foster a sense of community inclusiveness for these students, many of whom are suffering additional hardships due to the COVID-19 crisis.</p>	International Student Support	\$2,000	16/3/2021

## **7. COMMITTEE ACTION STATUS REPORT**

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### **7.1 Committee Actions - Status Report**

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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 Status Report - April 2021

<p style="text-align: center;"><b>COMMUNITY, CULTURE AND EVENTS COMMITTEE – STATUS REPORT</b>  <b>OPEN PORTION OF THE MEETING</b>  <b>April 2021</b></p>				
Ref	Meeting	Report / Action	Action Officer	Comments
1	<p><b>HOUSING AND HOMELESSNESS STRATEGY 2016-19 UPDATE</b></p> <p>Council, 29/10/2020 Item 11</p> <p><b>INCLUSION ZONING AFFORDABLE HOUSING IN DEVELOPMENTS AND PRECINCTS</b></p> <p>Council, 8/10/2018, Item 11</p> <p>Council, 18/6/2018, Item 13</p>	<p>That Council officers undertake targeted stakeholder engagement to further develop the draft Affordable Housing and Homelessness Commitment prior to an Elected Member Workshop in early 2021.</p> <p>That</p> <p>2. The matter be included as part of the Council's review of its <i>Housing and Homelessness Strategy</i>.</p>	Director Community Life	A draft Affordable Housing and Homelessness Commitment will be provided for discussion at an Elected Members' workshop in May.
2	<p><b>NORTH HOBART MULTICULTURAL FESTIVAL PROPOSAL – COUNCIL ASSISTANCE</b></p> <p>Council, 10/3/2020 Item 13</p>	<p>Notice of Motion</p> <p>"That the Council consider providing guidance, assistance and support in facilitating the resurgence of the North Hobart Multicultural street festival in North Hobart, in consultation with the North Hobart Traders' Association, the North Hobart Residents and Community Associations and other relevant community associations, in line with the festivals of the late 1980s &amp; '90s.</p> <p>(i) The report to address the potential estimated costs to the Council to provide the requested guidance and support to facilitate the event.</p>	Director Community Life	Officers will consider this matter as the impact on the delivery of events within a COVID-19 environment becomes clearer.

Ref	Meeting	Report / Action	Action Officer	Comments
3	<b>COMMUNITY INCLUSION AND EQUITY FRAMEWORK</b> Council, 9/3/2021 Item 14  <b>SOCIAL INCLUSION POLICY UPDATE</b> Council, 12/10/2020 Item 17	That: 1. The Council endorse the draft <i>Hobart: a City for All - Community Inclusion and Equity Framework</i> for broad community engagement.  2. A further report be provided detailing the outcome of the community engagement and the final document for Council approval.	Director Community Life	Broader community engagement on the Framework has now concluded and a report for final endorsement is listed on the agenda.
4	<b>CITY OF HOBART GRANTS PROGRAM – REVIEW OF CITY PARTNERSHIP PROGRAM</b> Council, 9/11/2020 Item 10	That: 1. The Council endorse a broader review of the City of Hobart event grants which include the City Partnerships, Event Partnerships and Event Medium grants be conducted in consultation with stakeholders to be undertaken during 2021.  2. The review to consider the realignment of these grants to offer fairer, more streamlined and strategic event funding program that meets the needs of event organisers and the community.	Director Community Life	Stakeholder consultation on the City Partnership Program will take place throughout 2021 and a report provided to the Committee on completion later in the year.
5	<b>A COMMEMORATION TO THE LATE ALI SULTAN</b> Council, 9/3/2021 Item 11	That: 1. The General Manager, in consultation with Sultan Holdings and the Sultan family, advice on the most appropriate location in the city to commemorate the immense contribution made to the city over many years by the late Ali Sultan.  2. A report be prepared addressing the development of a policy in respect to appropriate ways to commemorate citizens who have made significant contributions to the City of Hobart.	Director Community Life	Officers are progressing this matter.



Ref	Meeting	Report / Action	Action Officer	Comments
6	<b>SAFE SPACE – UTILISATION OF YOUTH ARC FOR NIGHT PROGRAM</b>  Council, 9/3/2021 Item 17	That: 3. Council write to the State Government requesting participation in an urgent roundtable discussion with Hobart City Mission, Tasmania Police and surrounding stakeholders to address their concerns. This will be facilitated by Hobart City Council on the proviso that the State Government attends.	Director Community Life	Complete  An operational roundtable was held Thursday 25 March 2021 and attended by State Government, Hobart City Mission and businesses.
7	<b>2021 DARK MOFO SPONSORSHIP</b>  Council (Confidential), 31/3/2021 Item 7 Closed Agenda Item 15 Open Minutes	That: 1. The Council support the 2021 Dark Mofo request through in-kind funding for equipment for the Winter Feast, to the value of \$196,326.56 to be allocated as a one-off grant, noting that Dark Mofo will need to meet all costs of installation and transportation of this equipment.  2. The Council decline the request for cash support of \$150,000 (ex GST) for the Dark Mofo festival.  3. The Council decline the request for in-kind support for parking bay closures and road closures and these costs are to be fully met by Dark Mofo.	Director Community Life	Noted/close
		4. A further report be provided to the Council to consider additional City of Hobart venue support and fee waivers for Dark Mofo once requirements are fully understood.		Officers are liaising with event organisers to finalise festival requirements.  No further fee waiver requests have been received.

Ref	Meeting	Report / Action	Action Officer	Comments
		<p>5. The General Manager be delegated to finalise any licence requirements, including permission sought by Dark Mofo for use of City assets.</p> <p>6. The total funding provision be recorded in the 'Grants, Assistance and Benefits Provided' section of the City of Hobart's Annual Report.</p> <p>7. The decision in respect to item 7 of the Closed Portion of the Council meeting of 31 March 2021, be recorded in the minutes of the Open Portion of the Council Meeting of 31 March 2021.</p>		Noted/close
8	<b>WHITE RIBBON WORKPLACE ACCREDITATION</b>  Council, 31/3/2021 Item 10	<p>That a report be prepared detailing the benefits of achieving White Ribbon Workplace Accreditation status for the City of Hobart.</p> <p>The report provide details on the process for accreditation and the costs of same, including any ongoing or recurrent costs.</p>	Director Community Life	Officers are progressing this matter.

## **8. QUESTIONS WITHOUT NOTICE**

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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**

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### **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:

- Taste of Tasmania

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	The Future of the Taste of Tasmania LG(MP)R 15(2)(g)
Item No. 5	Questions Without Notice