



CITY OF HOBART

AGENDA

Community, Culture and Events Committee Meeting

Open Portion

Thursday, 26 August 2021

at 5:30 pm

THE MISSION

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

THE VALUES

The Council is:

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

ORDER OF BUSINESS

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

APOLOGIES AND LEAVE OF ABSENCE

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Community, Culture and Events Committee Meeting (Open Portion) held Thursday, 26 August 2021 at 5:30 pm in the Council Chamber.

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*.

The title Chief Executive Officer is a term of reference for the General Manager as appointed by Council pursuant s.61 of the *Local Government Act 1993 (Tas)*.

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

2. CONFIRMATION OF MINUTES

The minutes of the Open Portion of the Community, Culture and Events Committee meeting held on [Thursday, 29 July 2021](#), are submitted for confirming as an accurate record.

3. CONSIDERATION OF SUPPLEMENTARY ITEMS

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

Recommendation

That the Committee resolve to deal with any supplementary items not appearing on the agenda, as reported by the Chief Executive Officer.

4. INDICATIONS OF PECUNIARY AND CONFLICTS OF INTEREST

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

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

5. TRANSFER OF AGENDA ITEMS

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

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

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

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

6. REPORTS

6.1 Hobart Current 2023 File Ref: F21/79117; 19/100-0001

Report of the Cultural Programs Coordinator, Manager Community and Culture and the Director Community Life of 19 August 2021 and attachment.

Delegation: Council

REPORT TITLE: HOBART CURRENT 2023

REPORT PROVIDED BY: Cultural Programs Coordinator
Manager Community and Culture
Director Community Life

1. Report Purpose and Community Benefit

1.1. The purpose of this report is to provide Elected Representatives with a summary of the outcomes of the inaugural *Hobart Current* program held in March 2020 and to seek endorsement to progress the partnership with the Tasmanian Museum and Art Gallery (TMAG) to deliver the next iteration of the biennial program in March 2023.

1.1.1. *Hobart Current* has a strong alignment with Council's *Creative Hobart Strategy*, in particular increased engagement with the local community, activation of public spaces and paid, professional development opportunities for local creative practitioners.

2. Report Summary

2.1. In April 2018 the Council endorsed replacing the City of Hobart Art Prize with a new multi art exhibition model titled *Hobart Current*, a biennial program developed in collaboration with TMAG.

2.1.1. *The Hobart Current* exhibition was launched in March 2021, running for two months in TMAG and in two sites in public space.

2.1.2. *Hobart Current* was curated by Creative Director Rosie Dennis who selected ten artists to develop works responding to the theme of Liberty.

2.1.2.1. This theme was particularly timely given that *Hobart Current* was one of the first arts programs to occur after the COVID-19 lockdown.

2.1.3. A range of public programs were developed to support *Hobart Current* and engage a wider audience in the program.

2.1.3.1. These included an education program in five Tasmanian schools, a liberty postcard exhibition in the Waterside Pavilion, a Liberty program on The Loop featuring the work of local film makers, artwork by young people in the Art on Artery frames and Second Echo Ensemble's *Can you See Me* project on the Soapbox billboards.

- 2.1.4. The City received significant positive feedback about the program, particularly in terms of activating public spaces and offering paid opportunities to local artists.
- 2.1.5. TMAG has indicated that they were very happy with the outcomes from the partnership and that they would be seeking to have the partnership continue.
- 2.1.6. Based on the positive feedback received, strong alignment with Council's strategic documents and demonstrated outcomes for participants, endorsement to hold the program again in March 2023 is being sought from the Council.
- 2.1.7. The City of Hobart's annual budget allocation for the biennial exhibition is \$108,206 which has been included in the 2021-22 annual plan budget allocation.

3. Recommendation

That the Council endorse the partnership with the Tasmanian Museum and Art Gallery (TMAG) to deliver the next iteration of the biennial Hobart Current program to be held in March 2023

4. Background

- 4.1. Following an extensive process of review, the Council at its meeting of 23 April 2018 resolved that:
1. *The Council endorse the replacement of the existing City of Hobart Art Prize with a new model of a biennial creative sector exhibition to be staged at TMAG and other locations around the city commencing in 2020, with a total Council contribution of \$216,412 over a two year development and implementation period to be funded from:*
 - (i) *The existing budget allocation within the City of Hobart Art Prize draft budget allocation of \$78,206 per annum.*
 - (ii) *The current plant and equipment budget allocation for the City of Hobart Art Prize of \$30,000, being reallocated to the draft operational budget allocation.*
 2. *A jointly coordinated Council and TMAG project media launch and communication plan be implemented at the appropriate time.*
- 4.2. Over 2016–17 officers undertook extensive consultation through surveys, public forums, industry leader roundtable sessions, calls for submissions etc. to ascertain the most appropriate model to replace the Art Prize.
- 4.2.1. Participants were asked to indicate whether they supported; retaining, revising or replacing the prize.
 - 4.2.2. The feedback was overwhelmingly to revise the prize and make it relevant in a contemporary context while still retaining the developmental and exhibition opportunities of the prize.
 - 4.2.3. In response to this, *Hobart Current* was developed as a biennial program in partnership with TMAG that commissions ten artists (majority Tasmanian) from any creative discipline (literature, music, visual art, dance, theatre and film).
 - 4.2.4. Eight of the works to be exhibited in TMAG's Argyle Galleries with two being located in public space.
- 4.3. The first *Hobart Current* exhibition was launched in March 2021 after being postponed from September 2020 due to COVID-19.
- 4.4. *Hobart Current* 2021 was positively received by the community, media and artists. It had several major components including:
- 4.4.1. **Creative Director**
A Creative Director - Rosie Dennis was selected by the Hobart Current Advisory Panel to curate the 2021 program. She commissioned ten creative practitioners to respond to the theme of Liberty. Rosie worked with the artists over an eighteen month period to develop works for exhibition.

4.4.2. Artists

The ten artists were each paid \$15,000 to create new works in the mediums of film, installation, performance and visual art.

4.4.2.1. Six of the artists were based in Tasmania; Sinsa Mansell, Brigita Ozolins, James Newitt, Jacob Leary, Dexter Rosengrave and Nadege Philippe-Janon while three were from interstate; Uncle Wes Marne, Jagath Dheerasekara and Sarah Jane Pell and one was based in Indonesia; Suryo Herlambang.

4.4.3. Works in public space

Eight of the works were exhibited in TMAG while two were located in public space:

4.4.3.1. Brigita Ozolins highly visible *I Raise up my Voice* project comprised large vinyl letters which were placed on the façade of 85 Macquarie St.

4.4.3.2. Sinsa Mansell developed a sound work *Liberation of Country* which was located in three sites including Franklin Square, the TMAG Courtyard and inside TMAG.

4.4.4. Education Program

An education program was developed where four of the *Hobart Current* artists worked with school students to develop artwork responding to the theme of Liberty.

4.4.4.1. These were; Jacob Leary with Mount Carmel College, Dexter Rosengrave with Huonville High School, Nadege Philippe-Janon with Lilydale High School and Brigita Ozolins with Mackillop College.

4.4.4.2. The students' work was presented in the TMAG Central Galley as part of the *Hobart Current* exhibition and as an infinite canvas on the Hobart Current website.

4.4.5. Public Programs

The City of Hobart Cultural Development team developed a series of public programs to provide opportunities for the broader community to respond to the theme of Liberty, These included:

4.4.5.1. The Liberty Loop program featured the work of over 50 contributors which included animation, soundscapes, poetry, music, artist vlogs, community choirs etc. This content screened on The Loop every day during the *Hobart Current* exhibition.

- 4.4.5.2. The Liberty postcard exhibition in the Waterside Pavilion where the community were invited to submit creative responses to the theme of liberty on an A5 postcard. Diverse responses included drawing, sculpture, writing, collage and photography.
- 4.4.5.3. The Soapbox billboards in Mathers Place featured Second Echo Ensemble's *Stare* project.
- 4.4.5.4. Art on Victoria which exhibited the work of five young artists also responding to the Liberty theme.

4.5. Visitation and Social Media Statistics

- 4.5.1. During the 53 days that TMAG was open 27,414 people attended the *Hobart Current* exhibition. This included the Argyle Galleries, the Salon Gallery and TMAG courtyard.
- 4.5.2. The Hobart Current website had 15,526 sessions by 7,155 users.
- 4.5.3. *Hobart Current* posts on TMAG's Facebook page were collectively viewed by a total of **34,528** people, and there was a total of **1,673** engagements (likes, comments, shares and clicks) on the posts.
- 4.5.4. There were 14 posts on Creative Hobart Instagram which had a combined reach of 10,912 and 915 likes.

4.6. Feedback

- 4.6.1. Feedback about *Hobart Current 2021* was collected from the TMAG, participating artists, the Creative Director and community members. Some feedback is shown below:

4.6.2. **TMAG**

Janet Carding, Director, TMAG

For TMAG, the collaboration with the City of Hobart meant that we were able to join forces and support living, contemporary artists from Hobart and beyond! Hobart Current: Liberty has set a brilliant foundation for how we can magnify the careers and voices of our emerging and diverse artists.

Kath Uziallo, Marketing and Communications, TMAG

Hobart Current: Liberty connected with our younger, mid-teen audience who are not an easy 'nut to crack'.

4.6.3. Artists

Jacob Leary, Artist, Hobart

Hobart Current was a fantastic opportunity. The ability to work towards a generously funded commission hosted at a space of that calibre was exciting. This chance was a real motivating force for me to produce work over the 2020-19 period and saw the production of one of the most ambitious installations I've made to date. Hobart Current has been a pivotal element in pushing my practice to a higher standard and it will no doubt add to the future development of my work.

Jagath Dheerasekara, Artist, Sydney

I was privileged to be an artist in Hobart Current: Liberty. It was truly remarkable how the inaugural programme navigated through to showcase a wonderfully diverse collection of art during an extraordinary time like this. I am an artist who was born in Sri Lanka and settled in Australia in 2008. My work originated from my personal experience in the political violence of extreme torture. As a survivor, being able to tell my story and our story in a safe and supportive space empowered me and immensely helped me advance in the process of personal healing.

Brigita Ozolins, Artist, Hobart

It was a fantastic honour to be in the inaugural Hobart Current ... really an extraordinary opportunity. It was a great mix of artists who all worked in very different ways, and it was wonderful to see Tasmanian artists have such dominance in the show.

4.6.4. Creative Director - Rosie Dennis

Overwhelmingly, artists I spoke to about Hobart Current were excited by the framework and the future possibility of a new Biennale in Hobart that placed Tasmanian professional practice at its core.

4.6.5. Community participants

Henrietta Manning - Postcard Exhibition

Thought provoking and innovatively presented...the installation not only invites thought and conversation about an important topic but it has utilised the challenging beautiful space at the waterside Pavilion very successfully,. Congratulations to Hobart City Council.

Luke John Campbell- SEE Artist - Soapbox billboards

I feel

all surprised

because I am delighted

to be on the building

because I love how everything is

to be on the library

to be seen

5. Proposal and Implementation

5.1. It is proposed that the Council endorse the partnership with the Tasmanian Museum and Art Gallery (TMAG) to deliver the next iteration of the biennial *Hobart Current* program to be held in March 2023.

5.2. *Hobart Current* is funded from the existing Cultural Programs budget allocation of \$108,206. This would provide a total budget allocation of \$216,412 for the biennial event.

5.2.1. This would again be supported by education and community programs, have a minimum of six Tasmanian artists and have at least two works exhibited in public space.

6. Strategic Planning and Policy Considerations

6.1. *Hobart Current* aligns with *Hobart: A community vision for our island capital*, specifically:

Pillar 3. Creativity and Culture

3.2.1 *We are home to some of Tasmania's best loved cultural institutions. We support them and invite others to enjoy them.*

3.4.1 *We are a city that supports its writers, visual artists, film makers, performers, producers and venues.*

3.4.3 *We invest in creativity and culture. We support programs that bring creativity to our city.*

6.2. This program strongly aligns with the *Creative Hobart Strategy*:

Objective 1.1 Enhancing sense of Place and 3.1 Connecting Creative People

1.1.3 *To develop art programs in public places that build upon Hobart's unique history, setting and sense of place through creative innovative and high quality contemporary public art practice, including both permanent and temporary works*

3.1.2 *To facilitate and create practical opportunities to build the professional networks that assist the development and growth of the cultural sector as a major contributor to Hobart's vitality and community wellbeing.*

7. Financial Implications

7.1. Funding Source and Impact on Current Year Operating Result

7.1.1. The annual operating allocation for *Hobart Current* is \$108,206.

7.1.1.1. These funds were transferred from the annual allocation for the City of Hobart Art Prize when *Hobart Current* was developed.

7.1.2. As *Hobart Current* is a biennial program this allocation is accrued across two years, totalling \$216,412 for each exhibition.

7.1.2.1. This funding is paid to the TMAG who have the responsibility to engage the Creative Director and artists.

7.2. Impact on Future Years' Financial Result

7.2.1. The total cost of delivering *Hobart Current* is \$377,442 over two years (or per exhibition).

7.2.2. This comprises of \$136,030 in-kind support from TMAG, sponsorship of \$25,000 to be sought by TMAG, and the \$216,412 allocation from the City of Hobart over two years.

7.2.3. The proposed City of Hobart allocation of \$216,412 (per exhibition / every two years) is paid to TMAG to cover the following:

- Artist fees including materials, installation and potential
- travel costs \$150,000
- Fee to Creative Director including travel costs \$35,000
- Opening \$3,500
- Catalogue \$3,500
- Audience engagement and education programs \$4,412
- Gallery modification \$20,000.

7.3. TMAG will seek to secure sponsorship of \$25,000 to be utilised towards operational costs including education programs, marketing and gallery modification.

8. Social and Customer Considerations

- 8.1. *Hobart Current* offers a minimum of six commissions of \$15,000 to local artists. Being selected to exhibit work in a program of this calibre is highly prestigious and can assist in artist career development.
- 8.2. The development of education and public programs enabled a much broader demographic to engage with the *Hobart Current* program.
 - 8.2.1. Having a biennial theme such as Liberty promotes more diverse, non-arts participation in projects e.g. writing a postcard, making a short film.
- 8.3. Locating two of the artworks in public space meant that tourists and community members who did not visit TMAG could still experience *Hobart Current*.
 - 8.3.1. This significantly expanded the reach of the program with more than a million vehicles driving past Brigita Ozolins *I Raise up my Voice* project on 85 Macquarie Street during March through to April 2021.

9. Marketing and Media

- 9.1. There was extensive positive coverage of *Hobart Current* in local news media including several articles in the Mercury, WIN, Southern Cross, ABC TV and radio and a long form article in Island Magazine.
- 9.2. A dedicated *Hobart Current* website was developed at the beginning of the project in 2019.
 - 9.2.1. This became a hub for documenting and communicating the program as it evolved and included artist's vlogs, student works, artistic director announcements and updates in response to COVID-19.
- 9.3. The marketing budget for *Hobart Current* was extremely limited and the program could be more widely promoted to the community through other channels such as city banners, flyers etc. if this was increased for the 2023 exhibition.
 - 9.3.1. There would also be an opportunity to promote *Hobart Current* interstate and internationally.
 - 9.3.2. The marketing allocation will be reviewed as part of budget planning in 2021–22.

10. Community and Stakeholder Engagement

- 10.1. The review of the *City of Hobart Art Prize* clearly showed that the target audience for the program was almost exclusively the arts community.

- 10.1.1. Broader community engagement has been a key element in the development of *Hobart Current*.
- 10.1.2. This was achieved through the 2021 theme of Liberty, a non-arts theme which encouraged participation from a diverse demographic.
- 10.1.3. The development of educational and public programs expanded the scope of *Hobart Current* beyond the exhibition of artwork.
- 10.1.4. An Advisory panel was established to select the Creative Director and provide advice about potential creative practitioners from diverse art forms.
- 10.1.4.1. This group comprised Annette Downs (Tasmania Performs), Michael Edwards (Contemporary Art Tasmania), Alex Sangston (Screen Tasmania), Laura Harper (Music Tasmania) and Claire Beale (Design Tasmania).
- 10.1.5. The development of a *Hobart Current* website enabled the community to follow the development of the program and the progress of artist projects across two years, not just looking at finished work in an exhibition.

11. Delegation

- 11.1. This matter is delegated to the Council for consideration.

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



Jane Castle
**CULTURAL PROGRAMS
COORDINATOR**



Kimbra Parker
**MANAGER COMMUNITY AND
CULTURE**



Tim Short
DIRECTOR COMMUNITY LIFE

Date: 19 August 2021
File Reference: F21/79117; 19/100-0001

Attachment A: Presentation - Hobart Current 2023 ↓ 

HOBART
CURRENT
LIBERTY



HISTORY

CITY OF HOBART ART PRIZE

- Staged by the City of Hobart for 27 years
- Total annual budget \$108,206
- 2 prizes \$15,000 each
- \$93,000 administrative costs (venue hire, judges payment, accommodation, opening, catalogue etc)



CHALLENGES

- Only the winners are paid
- Tired - prize money low
- Not aligned with Creative Hobart Strategy
- Freight issue for interstate artists
- Non arts community not engaged
- Only visual arts
- Low proportion of program budget going to artists
- No flow on effects / legacy

Value

- Developmental opportunity for local artists
- Prestigious, hosted in TMAG



Megan Keating
Wood and Smoke

REVIEW

Extensive consultation:

- Arts Industry Roundtables
- Two public forums
- Visual Art roundtable
- Survey
- Written submissions

3 OPTIONS

- Retain
- revise – preferred
- replace



HOBART CURRENT

NEW MODEL

- biennial \$108,206 x 2
- in partnership with TMAG

CREATIVE DIRECTOR

- Rosie Dennis 2021
Develops a theme – Liberty
- Selects 10 artists based on excellent practice
- Mentors and promotes artists over 18 months



ARTISTS

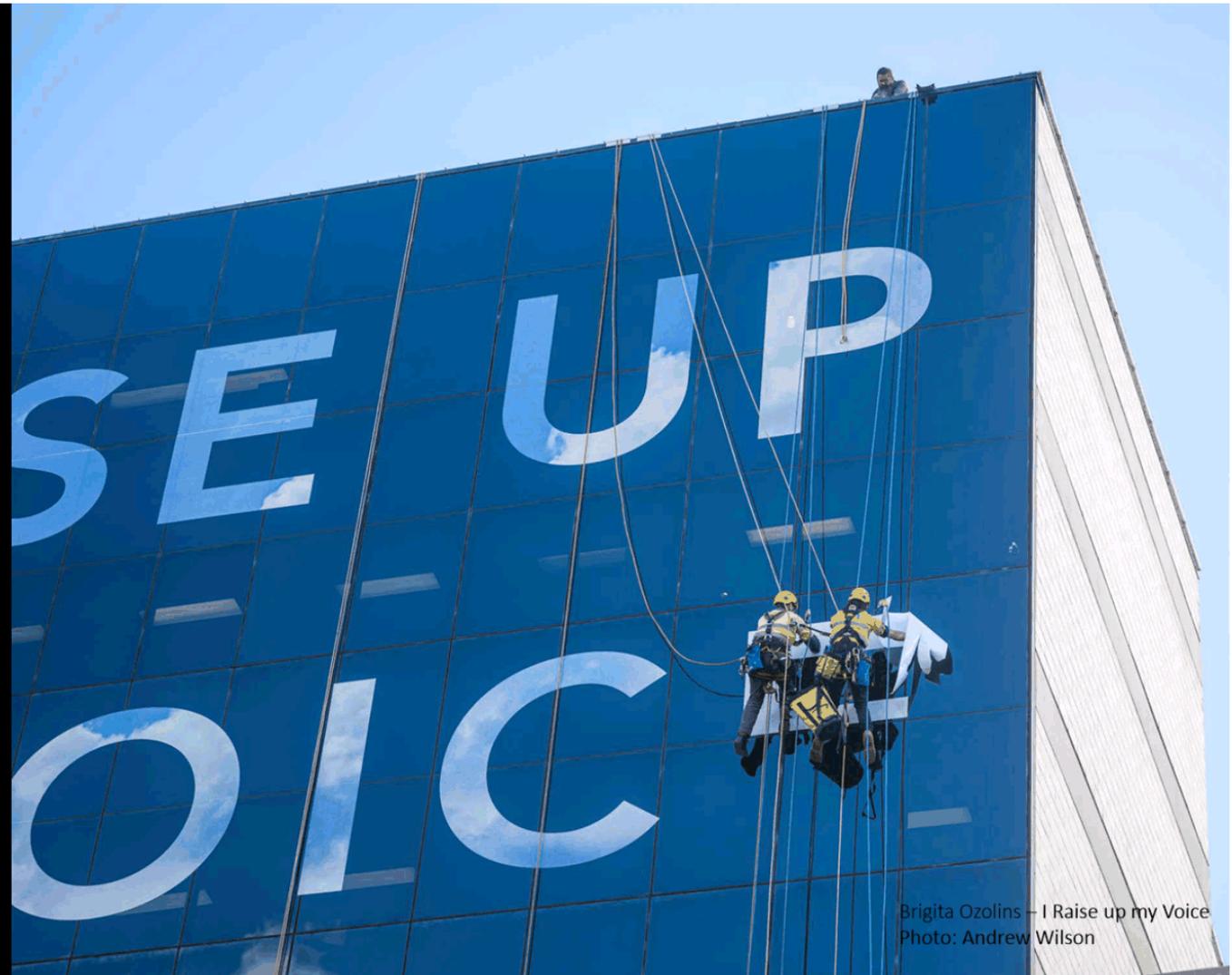
- 10 artists each paid \$15,000 to make new work
- Majority Tasmanian (minimum 6)
- Any creative discipline (film, writing, performance, music, visual art etc)
- At least one Tasmanian first nation's artist



WORKS IN PUBLIC SPACE

- Brigita Ozolins – *I Raise up my Voice* on 85 Macquarie St
- Sinsa Mansell – *Liberating Country* in Franklin Square

Outdoor works greatly increased engagement with Hobart Current program, with over one million vehicles driving past Brigita's artwork.



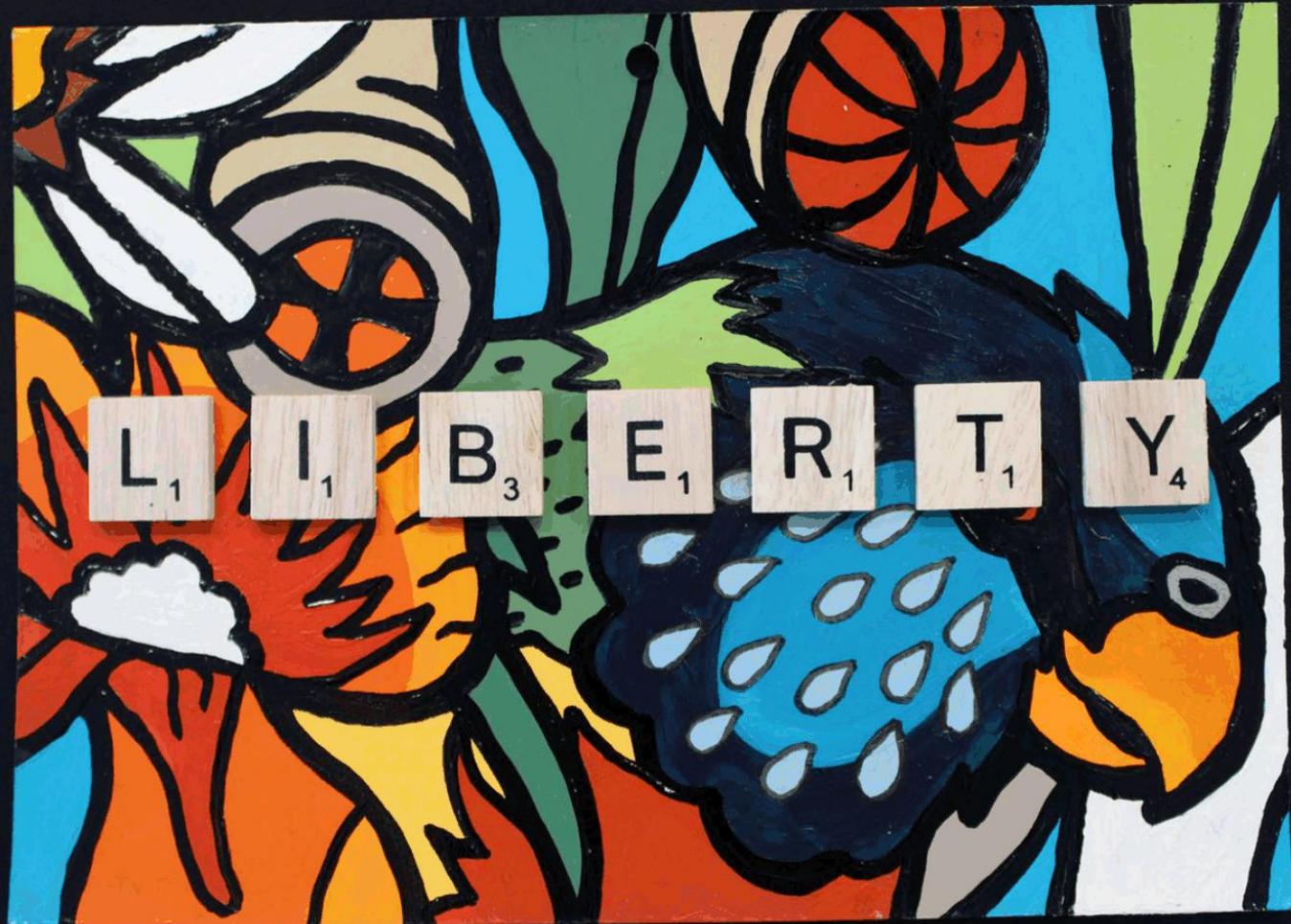
Brigita Ozolins – *I Raise up my Voice*
Photo: Andrew Wilson

EDUCATION

- Artists working on 6 month Liberty art program with:
 - Mount Carmel College
 - Huonville High School
 - Lilydale High School
 - Mackillop College

PUBLIC PROGRAMS

- Liberty Loop – films of the people
- Postcard exhibition
- Soapbox billboards – Stare project
- Liberty Art on Artery



Mel McVie – Photo: Sue Hayes

VISITATION

- 27,414 people attended the *Hobart Current* exhibition in TMAG.
- The *Hobart Current* website had 15,526 sessions by 7,155 users.
- *Hobart Current* posts on TMAG's Facebook page were viewed by a total of **34,528** people, and there was a total of **1,673** engagements (likes, comments, shares and clicks) on the posts.
- There were 14 posts on Creative Hobart Instagram which had a combined reach of 10,912 and 915 likes.



Jacob Leary – Photo courtesy of TMAG

FEEDBACK

Janet Carding, Director, TMAG

"For TMAG, the collaboration with the City of Hobart meant that we were able to join forces and support living, contemporary artists from Hobart and beyond! Hobart Current: Liberty has set a brilliant foundation for how we can magnify the careers and voices of our emerging and diverse artists."

Rosie Dennis, Hobart Current Creative Director

"Overwhelmingly, artists I spoke to about Hobart Current were excited by the framework and the future possibility of a new Biennale in Hobart that placed Tasmanian professional practice at its core."

Jacob Leary, Artist, Hobart

"Hobart Current was a fantastic opportunity. The ability to work towards a generously funded commission hosted at a space of that calibre was exciting. This chance was a real motivating force for me to produce work over the 2020/19 period and saw the production of one of the most ambitious installations I've made to date. Hobart Current has been a pivotal element in pushing my practice to a higher standard and it will no doubt add to the future development of my work".

Jagath Dheerasekara, Artist, Sydney

"I was privileged to be an artist in Hobart Current: Liberty. It was truly remarkable how the inaugural programme navigated through to showcase a wonderfully diverse collection of art during an extraordinary time like this. I am an artist who was born in Sri Lanka and settled in Australia in 2008. My work originated from my personal experience in the political violence of extreme & torture. As a survivor, being able to tell my story and our story in a safe and supportive space empowered me and immensely helped me advance in the process of personal healing".



Sarah Jane Pell - Photo courtesy of TMAG

FUTURE

Given the positive response from the community, arts sector and media and significant outcomes for Council's investment we are seeking endorsement to continue Hobart Current in 2023 and beyond.



Suryo Herlambang - Photo courtesy of TMAG

6.2 Community Commitments Final Endorsement
File Ref: F21/55183; 16/118

Report of the Community Participation Coordinator, Manager Community and Culture and the Director Community Life of 18 August 2021 and attachments.

Delegation: Council

REPORT TITLE: COMMUNITY COMMITMENTS FINAL ENDORSEMENT

REPORT PROVIDED BY: Community Participation Coordinator
Manager Community and Culture
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 six community commitments following broad community engagement:

- *Community Safety Commitment 2021-23*
- *Equal Access Commitment 2021-23*
- *LGBTIQ+ 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. The Council endorsed the draft community commitments to be released for public comment at its meeting of 10 May 2021.

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 LGBTIQ+ 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. The draft Affordable Housing and Homelessness Commitment was endorsed by Council on 5 July and has proceeded to community engagement.

2.3. Each of the commitments were developed collaboratively with the City's community advisory groups, with a high level of input from stakeholders through tailored and responsive engagement.

2.4. Public engagement on the draft documents was undertaken from 11 May to 3 June 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
- 2.5. There were 29 submissions received through Your Say and five formal submissions received via email. 32 submissions were broadly supportive of the commitments with suggestions for improvements. Two respondents were not in support.
- 2.5.1. Informal feedback from reference groups and networks was highly positive, highlighting the City of Hobart's leadership on inclusion and equity and providing suggested changes to strengthen the commitments.
- 2.6. Many of the suggestions for changes included in the submissions were minor in nature and have been able to be incorporated into the documents.
- 2.6.1. Further feedback was operationally focussed and will provide officers with strong guidance in the delivery of the commitments.
- 2.7. A full overview of engagement findings and officer responses is shown at **Attachment A**.
- 2.8. The final documents, incorporating the suggested amendments are shown at **Attachments B – G** in this report.
- 2.9. 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.
- 2.9.1. All work relating to the community commitments is undertaken with current budget allocations.

3. Recommendation

That:

1. ***The Council formally adopt the following six draft community commitments:***
 - (i) ***Community Safety Commitment 2021-23 (Attachment B)***
 - (ii) ***Equal Access Commitment 2021-23 (Attachment C)***
 - (iii) ***LGBTIQ+ Commitment 2021-23 (Attachment D)***
 - (iv) ***Multicultural Commitment 2021-23 (Attachment E)***

(v) **Positive Ageing Commitment 2021-23 (Attachment F)**

(vi) **Youth Commitment 2021-23 (Attachment G)**

4. Background

- 4.1. In parallel with the development of *Hobart: A City for All*, adopted by Council at its meeting of 10 May 2021, City of Hobart officers have worked with community partners to develop a suite of community commitments.
- 4.2. 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.
 - 4.2.1. Five of these community commitments are revisions of previous commitments or strategies. The LGBTIQ+ Commitment is a new document.
 - 4.2.2. 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.
 - 4.2.3. The Aboriginal Commitment and Action Plan was the first community commitment to be completed and was endorsed by Council on 16 December 2019.
- 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. These six community commitments align with the new *Hobart: A City for All - Community Inclusion and Equity Framework* and with the other community commitments.
- 4.5. Following extensive early engagement in the development of the commitments, further, public engagement was undertaken from 11 May to 3 June through a range of mechanisms.
 - 4.5.1. The purpose of the engagement was to consult with the broader community on the six draft commitments. Each draft commitment had an online survey on the City's Your Say Hobart engagement website. The surveys asked respondents to answer the following questions:
 - Have they read the Commitment?

- Their level of support for the Commitment and why they feel this way
 - If they have any suggested changes to the Commitment
 - If there are any gaps in the Commitment
 - Their relationship to the Commitment, if any.
- 4.5.2. There were 29 formal submissions received through Your Say and five formal submissions received via email. 32 submissions were broadly supportive of the commitments with suggestions for improvements. Two respondents were not in support.
- 4.5.3. Informal feedback from reference groups and networks was highly positive, highlighting the City of Hobart's leadership on inclusion and equity and providing suggested changes to strengthen the commitments.
- 4.6. Specific background information and engagement outcomes are provided for each commitment below.

Community Safety Commitment 2021-23

- 4.7. The Community Safety Commitment 2019-20 was first endorsed by the Council in February 2019 and has proved to be a flexible, adaptive and sound guiding document for our work in community safety.
- 4.7.1. An updated commitment was drafted with input from community safety partners and stakeholders to include a new suite of initiatives and goals for delivery over the following two years.
- 4.8. Feedback called for a number of language changes and a number of respondents wanted the document to include safety responses in the built environment.
- 4.8.1. A number of changes have been made to the language in the document to reflect feedback.

Equal Access Commitment 2021-23

- 4.9. 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.
- 4.9.1. 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.

- 4.9.2. The draft Equal Access Commitment has been drafted with input from the Access Advisory Committee, community partners and stakeholders. A new suite of initiatives and goals are included in the commitment for delivery over the following two years.
- 4.10. Feedback on the draft Equal Access Commitment, both formal and verbal, was detailed and highly operational. Responses provided useful ideas for the implementation of the Commitment.
 - 4.10.1. An easy read version of the Equal Access Commitment will be developed upon approval in response to feedback and community expectation.
 - 4.10.2. Further feedback that was more operational in nature will be considered during delivery of the Commitment.

LGBTIQ+ Commitment 2021-23

- 4.11. 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 LGBTIQ+ Commitment to sit alongside the other community commitments that support the framework.
 - 4.11.1. Based on this feedback and ongoing engagement with community partners, an LGBTIQ+ Commitment was drafted to include a suite of initiatives and goals for delivery over the following two years.
 - 4.11.2. The LGBTIQ+ Commitment builds upon existing work, formalising our approach and creating a visible statement of support.
- 4.12. Feedback on this Commitment was more significant than each of the others. This is likely because it is a new commitment, and the opportunity to engage in the early stages was limited. The level of feedback also highlighted the significance of this new commitment to the LGBTIQ+ community.
 - 4.12.1. Feedback related to language conventions including the name of the document, and called for increased action and commitment from the City.
 - 4.12.2. It is noted that this is the first document of this kind for the City and there is no dedicated staffing resource for delivery. As such, it is not considered appropriate to expand the scale of actions at this stage. Consideration will be given to further delivery over-time, in line with feedback.
- 4.13. A number of language changes have been made to the document, including the change to the title to reflect the terminology used within

the State Government's Whole-of-Government Framework for LGBTIQ+ Tasmanians.

- 4.13.1. An action relating to City of Hobart Staff training has been included in response to feedback.

Multicultural Commitment 2021-23

- 4.14. 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.

- 4.14.1. During 2020 and 2021 engagement was undertaken to update the previous strategy with input from the Networking for Harmony Multicultural Advisory Group, community partners and stakeholders. A new suite of initiatives and goals were developed based on feedback and are included in the commitment for delivery over the following two years.

- 4.15. As with other commitments, feedback provided further direction on the most appropriate language to use in the document. Feedback also suggested a number of further actions to strengthen the commitment and work in this area.

- 4.16. A range of language changes have been made to the document and a number of new actions added in response to feedback. Further feedback that was more operational in nature will be considered during delivery of the Commitment.

Positive Ageing Commitment 2021-23

- 4.17. The City of Hobart implements a range of initiatives and programs that support and encourage positive ageing in Hobart. The Positive Ageing Strategy 2014-19 has guided work in recent years.

- 4.17.1. 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. A new suite of initiatives and goals were developed based on feedback and are included in the commitment for delivery over the following two years.

- 4.18. Feedback provided operational guidance for delivery of the Commitment and also suggested a range of new actions for inclusion.

- 4.19. Feedback will be considered in the delivery of the Commitment and in the development of future Commitments.

Youth Commitment 2021-23

- 4.20. 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.
- 4.20.1. Extensive engagement with young people and the youth sector was undertaken during 2020 and 2021 using a wide variety of engagement tools and methods. A new suite of initiatives and goals were developed based on feedback and are included in the commitment for delivery over the following two years.
- 4.21. Feedback on the draft commitment included a call for more 'youth friendly' city spaces, greater monitoring/supervision of youth behaviour in public spaces and diversifying the reach of youth programs to connect with young people from diverse back grounds and those who face barriers to participation.
- 4.21.1. Feedback also called for stronger links between other youth services, in particular with youth leadership programs, to support program participation, supported referral pathways, strategic advocacy and connected leadership groups in southern Tasmania.
- 4.22. A number of new and amended actions have been included in the commitment in response to feedback. These include actions relating to, sector partnerships, youth leadership and advocacy for young people in built environment projects.

5. Proposal and Implementation

- 5.1. It is proposed that the Council adopt the six community commitments for operational delivery.
- 5.2. If adopted, the Community Programs team will work to deliver each commitment over the next two years in collaboration with other areas of the organisation and with the community.
- 5.3. The community commitments will be reviewed in partnership with community stakeholders during 2023 and revised documents will be presented to Council for consideration at the appropriate time.

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.

11.1.1. Opportunities for media exposure will be considered 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.

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 documents and confirmed the City's role in community inclusion and equity. Feedback was provided relating to language and actions in the Commitments.

12.4. Many of the suggestions for changes included in the submissions were minor in nature and have been able to be incorporated into the documents.

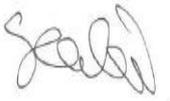
12.4.1. Much of the feedback was operationally focussed and will provide officers with strong guidance in the delivery of the Commitments.

12.5. A full overview of engagement findings and officer responses is included at **Attachment A**.

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**



Tim Short
DIRECTOR COMMUNITY LIFE

Date: 18 August 2021
File Reference: F21/55183; 16/118

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



Community Engagement Summary Report

Community Commitments

June 2021



yoursay.hobartcity.com.au

Prepared by



City of **HOBART**

Executive Summary

The City of Hobart's mission is to work together to make Hobart a better place for the community – that is, A City for All. As part of this, Council has recognised systemic exclusion, discrimination and inequity in the city and understands that this demands systemic and structural solutions.

In October 2020, Council endorsed a Social Inclusion Policy, outlining our legal and social responsibilities. This document informs the recently developed *Hobart: A City for All - Community Inclusion and Equity Framework* which was endorsed by Council in May 2021. The Framework identifies the need for detailed action plans to assist the City in building an equitable and inclusive community.

These action plans are our organisational commitments. The first to be completed was the Aboriginal Commitment and Action Plan, which has already been endorsed by Council. A further six community commitments have now been prepared:

- Community Safety Commitment
- Equal Access Commitment
- LGBTQI+ Commitment
- Multicultural Commitment
- Positive Ageing Commitment
- Youth Commitment

The final action plan, Affordable Housing and Homelessness Commitment has been distributed for broad community engagement.

The six Draft Commitments were developed through extensive community engagement and input. This engagement focussed on stakeholder groups relating to the area of interest. These Draft Commitments were endorsed by Council and then went out to broader community engagement.

The City sought community feedback on six of the draft commitments from 11 May to 3 June 2021. Key stakeholders in each area were also encouraged to provide feedback. Feedback gathered during this engagement period were used to consider any changes or amendments to the documents before presenting the final documents to Council in July 2021.

In general, there was strong support for each of the six draft commitments, although the community engagement numbers were low.

1. Engagement Background

1.1 Purpose and scope of engagement

The purpose of the engagement was to consult with the broader community on the six draft commitments. Each draft commitment had an online survey on the City's Your Say Hobart engagement website. The surveys asked respondents to answer the following questions:

- Have they read the Commitment?
- Their level of support for the Commitment and why they feel this way
- If they have any suggested changes to the Commitment
- If there are any gaps in the Commitment
- Their relationship to the Commitment, if any.

The scope of the engagement was limited to the six draft Community Commitments, with the Community Inclusion and Equity Framework having already been endorsed by Council in May 2021.

1.3 Limitations

Each Community Commitment had a limited number of responses, with a total of 29 responses across the six commitment areas.

- Draft Community Safety Commitment – 3 responses
- Draft Equal Access Commitment – 4 responses
- Draft LGBTQI+ Commitment – 11 responses
- Draft Multicultural Commitment – 3 responses
- Draft Positive Ageing Commitment – 4 responses
- Draft Youth Commitment – 4 responses

2. Methodology

Following the development of the draft commitments, the City undertook a period of engagement aimed at:

- Presenting the draft Community Commitments to the broader community
- Understanding the level of community support for the Commitments

Community engagement was open for a period of four weeks from 11 May to 3 June 2021. The engagement was on the **consult** level on the IAP2 spectrum.

2.1 Notification

The community were notified of the engagement through:

- Your Say Hobart newsletter on 6 May 2021 (see appendices)
- Facebook post with a link to the Your Say Hobart page (see appendices)
- Direct emails to stakeholders relevant to each area

1. Findings – Draft Community Safety Commitment

1.1. Community engagement feedback through Your Say Hobart

- 3 responses to the Community Commitment feedback form
- 2 respondents selected “I support the commitment”; 1 respondent selected “I’m support supportive but have some questions”

1.2. Key issues raised

What you said	What we heard
<i>“Not enough emphasis on improving street/public open space lighting, removing trip hazards, eliminating dead-ends.”</i>	You want us to invest more in the built form to improve community safety
<i>“The main time I feel unsafe in Hobart is when riding my bike to and from the city. I think the statement should acknowledge this with a commitment to improving cycling infrastructure, in particular installing dedicated and separated bike lanes on key routes through the city.”</i>	You want us to acknowledge the safety risks in riding around the city and commit to improving cycling infrastructure

1.3. Stakeholder feedback

Stakeholder feedback on the draft Community Commitment was received through a discussion at a regular meeting of the Community Sector Reference Group. The issues raised are summarised below

What you said (summary)	What we heard
<ul style="list-style-type: none"> • Language changes such as: “harm minimisation” to “harm reduction,” and continuing positive language around safety and drug and alcohol use • Document should mention work being done around transport safety (bicycle, scooter etc); work being done in smoking and public health • Document should promote NHMRC safe drinking guidelines; public toilet messaging • Include reference to working relationships with stakeholders such as Colony 47 and engender equality • Working to get on state government and regional reference groups 	<p>You want some language changes in the final document.</p> <p>You want us to include and promote the work we are doing around transport safety, smoking, safe drinking guidelines, public toilets.</p> <p>You want us to emphasise stakeholder relationships</p> <p>You want us to advocate for membership on community safety references</p>

1.4. City of Hobart response to feedback

Based on the feedback received during the engagement period, the following changes have been made to the draft Community Commitment.

Key Theme	Our response
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You want us to acknowledge the safety risks in riding around the city and commit to improving cycling infrastructure	The City of Hobart Bike Plan responds to these issues
Language changes in the document	A number of changes have been made to the language in the document.

2. Findings – Draft Equal Access Commitment

2.1. Community engagement feedback through Your Say Hobart

- 4 responses to the draft Equal Access Commitment feedback form
- 3 respondents selected “I support this commitment,” 1 respondent selected “I’m somewhat supportive but have some questions”

2.2. Key issues raised

What you said	What we heard
<i>“So far Council is not doing enough to encourage the private sector developing new gathering places/shopping centres to get on board.”</i>	You want us to advocate for private properties to improve access to their premises
<i>“It is a major step in a right direction for a civilised society.”</i> <i>“People should not be excluded from their community.”</i>	You support the draft Equal Access Commitment
<i>“Include the need for any development where people might gather to have triple signage: English language, international symbols and Braille for toilets, emergency exits, kitchens, entries, exits and management.”</i>	You want to see actions around improvements to signage on new developments
<i>“I would add that an avenue to rectify shortcomings in Council adherence to the policy is made easy for the citizens.”</i>	You want details on progress reporting for the commitment
<i>“Describing pillars as eg 2.2.5 is not strong language. Pillars are strong. Suggest alternative description.”</i>	You want some changes to the language used

2.3. Stakeholder feedback

Stakeholder feedback on the draft Equal Access Commitment was received through a discussion at a regular meeting of the Community Sector Reference Group. The issues raised are summarised below

What you said (summary)	What we heard
<ul style="list-style-type: none"> • Provide an opportunity for businesses that provide an accessible service to be promoted (e.g. through Hello Hobart) • Is there a universal symbol for disability that could be used (similar to the LGBTIA+ rainbow)? • It would be good to look at invisible disability programs (e.g. Hobart airport) 	<p>You want us to consider how accessible businesses are promoted</p> <p>You want to know if there is a universal symbol for disability</p> <p>You want us to look into an invisible disability program</p>

2.4. City of Hobart response to feedback

Based on the feedback received during the engagement period, the following changes have been made to the draft Equal Access Commitment.

Key Theme	Our response
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Suggestions for operational improvements and ideas for implementation of actions.	Input will be considered during delivery of the Equal Access Commitment.
Business engagement for improved access in development and promotion of inclusion.	This will be addressed when implementing the engagement with local businesses around the Hobart accessibility checklist

3. Findings – Draft LGBTQI+ Commitment Community engagement feedback through Your Say Hobart

- 11 respondents completed the feedback form on the Draft LGBTQI+ Commitment
- 4 respondents selected “I support this Commitment,” 6 respondents selected “I’m somewhat supportive but have some questions” and 1 respondent selected “I don’t support this commitment”
- 9 respondents identified as LGBTQI+, 1 respondent identified as supporting someone who identifies as LGBTQI+ (also identifies as LGBTQI+), 1 survey respondent works in the LGBTQI+ sector (also identifies as LGBTQI+), 1 survey respondent indicated “I’m just a ratepayer. Of course I belong to the “group” that has no voice & no interest in these matters of “social justice.”

3.2. Key issues raised

What you said	What we heard
<p><i>“This document reflects actions already undertaken by the Council. Naming it up as a commitment adds weight to this and ensures that action is ongoing.”</i></p> <p><i>“it’s important that cities make commitments like these to support and protect marginalized members of their communities. It’s great to see Hobart doing this.”</i></p>	You support the Draft LGBTQI+ Commitment
<p><i>“Change the lettering you use - Intersex should be before Queer eg. LGBTIQ+. Also language is dynamic, recognising that it might need to be updated etc in future”</i></p> <p><i>“The main change I would make would be adding the A to the LGBTQIA+ acronym in order to be more inclusive. “</i></p> <p><i>“The acronym is not a monoculture. Each letter is it’s own discrete category.”</i></p>	You want us to change the acronym and recognise it may need to be updated into the future
<p><i>“The Council has no mandate to pursue this”</i></p>	You do not support the Draft LGBTQI+ Commitment
<p>Specific additional actions include:</p> <ul style="list-style-type: none"> • LGBTIQ+ cultural safety and inclusion training for City of Hobart staff • Bystander Intervention training 	You have a range of suggested actions for consideration and inclusion

<ul style="list-style-type: none"> • Commitments to be more inclusive and accessible to trans people • Acknowledgement of other significant visibility days • Inclusion of a statement about not supporting organisations which encourage discrimination and hate • Recognition of the intersection within minority communities • Gender inclusive public toilet facilities • Ensuring City of Hobart forms and templates are inclusive of diverse genders, relationships etc 	<p>in the LGBTQI+ Commitment.</p>
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3.3. Stakeholder feedback

Stakeholder feedback on the Draft LGBTQI+ Commitment was received through a group discussion at a regular meeting of the Community Sector Reference Group. Feedback from Working it Out and Equality Tasmania were also received via email. The issues raised are summarised below.

What you said (summary)	What we heard
<ul style="list-style-type: none"> • Mentioning what the City of Hobart was doing about inclusive public toilet facilities • Broadening the wording about celebrating various international days to allow inclusion for other days • Grammatical corrections and change to wording of statements <p><i>“Equality Tasmania applauds the City of Hobart for its inclusive ethos, its advocacy for law reforms such as marriage equality, its support for LGBTIQ+ events such as Tas Pride and international days such as Trans Day of Visibility, and for its LGBTIQ+ Commitment consultation”</i></p> <ul style="list-style-type: none"> • A range of additional actions for consideration including: <ul style="list-style-type: none"> ○ Re-forming a LGBTIQ+ community liaison group to refine and develop programs and oversee the implementation of the LGBTIQ+ Commitment. ○ City of Hobart-sponsored LGBTIQ+ events and public art program that highlight experiences of LGBTIQ+ communities ○ Advocacy in support of state and federal legislation that promotes LGBTIQ+ equity, raising LGBTIQ+ issues at local government meetings, and policy development that takes into account the needs of the LGBTIQ+ community as a high-risk group (for example, emergency housing) 	<p>You want us to change wording for some of the actions and make grammatical corrections.</p> <p>You want us to consider a range of actions</p>

<ul style="list-style-type: none"> ○ Staff training in LGBTIQ+ issues and LGBTIQ+ affirming employment conditions and recruitment processes ○ Partnering with Tasmania Police and other organisations to support LGBTIQ+ Tasmanians 	
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3.4. City of Hobart response to feedback

Based on the feedback received during the engagement period, the following changes have been made to the Community Commitment document.

Key Theme	Our response
<i>"The Council has no mandate to pursue this"</i>	LGBTIQ+ people continue to experience high levels of harassment and discrimination than the rest of the community
You want us to change the acronym and recognise it may need to be updated into the future	Language used to describe LGBTIQ+ communities is forever evolving. The City of Hobart has changed the commitment to reflect the terminology used within the State Government's Whole-of-Government Framework for LGBTIQ+ Tasmanians
Gender inclusive public toilet facilities	The City of Hobart Public Toilet Strategy 2015-2025 addresses gender inclusive public toilets
Include action to deliver staff training	Action included in the Commitment

4. Findings – Draft Multicultural Commitment Community engagement feedback through Your Say Hobart

- 3 respondents completed the feedback form on the Draft Multicultural Commitment
- 1 respondent selected "I support this commitment," 1 respondent selected "I'm somewhat supportive but have some questions," and 1 respondent selected "I don't support this commitment"

4.2. Key issues raised

What you said	What we heard
<i>"This is already a very inclusive place. The commitment fails to recognise this and appears to portray the local community as being at best, not accepting of"</i>	You want us to recognise the positive inclusion already happening in Hobart

<i>newcomers, and at worst, just plain racist. This is wrong."</i>	
<i>"All mentions of structural racism. This is a loaded claim and without evidence. Furthermore, it is, again, very one sided."</i>	You have concerns about the use of the term "structural racism"
<i>"Cultural events to be supported by council. Locals also get awareness of different cultural events and they would love to participate and engage. Holidays to be given for cultural events."</i>	You want us to include actions regarding cultural events

4.3. Stakeholder feedback

Stakeholder feedback on the Draft Multicultural Commitment was received through group discussions at regular meetings of the Community Sector Reference Group and the Networking for Harmony Group. Feedback was also received from a range of individuals and organisations, including the Multicultural Council of Tasmania and the Migrant Resource Centre. The issues raised are summarised below.

What you said (summary)	What we heard
Use diverse images in all City of Hobart documents Embed measurement of commitments in document Additional actions or amendment to existing actions: <ul style="list-style-type: none"> • Cultural awareness training for City of Hobart employees and support for frontline staff to use interpreting services and specialised training for employees who work with people from a CALD background • Ongoing communications plan for Hobart Respects All campaign • Review of City of Hobart documents and audio/visual formats to ensure plain English is being used • Consider options for multicultural organisations to more effectively share information (Cloud etc) • Consider partnership between MRC Tas and the City of Hobart to consider employment pathway programs • Recognition that there interrelated factors that support a person’s health and wellbeing – including access to culturally appropriate services • Need for events and activities to include everyone and acknowledge that financial situation is a barrier to attending events • Need a visible inner-city multicultural hub • Name the City of Hobart’s role in lobbying and advocacy • Include other Greater Hobart Councils as partners 	You want us to consider a range a new actions in the Multicultural Commitment to support people from CALD backgrounds in Hobart life.

<ul style="list-style-type: none"> • Make CALD people the face of multicultural events • City of Hobart policy on partnering with overtly racist events • Support for grant applicants 	
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4.4. [City of Hobart response to feedback](#)

Based on the feedback received during the engagement period, the following changes have been made to the draft Multicultural Commitment.

Key Theme	Our response
You want us to recognise the positive inclusion already happening in Hobart	Language changed in the commitment to reflect positives
You want us to promote cultural events	Actions included already
Use diverse images in all City of Hobart documents	Action added
Ongoing communications plan for Hobart Respects All	Action added
Use of easy English	Amended action
Consider options for multicultural organisations to more effectively share information (Cloud etc)	Will consider when implementing this action
Cultural awareness training	Amended action to highlight tailored training for various roles
Consider partnership between MRC Tas and the City of Hobart to consider employment pathway programs	Engage MRC in discussions
Recognition that there interrelated factors that support a person's health and wellbeing	Wording amended to reflect this
City of Hobart policy on partnering with overtly racist events	Ongoing action – continue to embed the Social Inclusion policy across the organisation
Name the City of Hobart's role in lobbying and advocacy	Action added
Make CALD people the face of multicultural events	Incorporate this as part of staff training
Embed measurement of commitments in document	Consider as part of strategic measurement framework
Include other Greater Hobart Councils as partners	Action added
Need a visible inner-city multicultural hub	Continue to consider opportunities

5. [Findings – Draft Positive Ageing Commitment](#)

5.1. [Community engagement feedback through Your Say Hobart](#)

- 4 responses to the feedback on the draft Positive Ageing Commitment
- 2 survey respondents selected “I support this commitment,” 2 respondents selected “I’m somewhat supportive but have some questions”

5.2. Key issues raised

What you said	What we heard
<i>"Too focussed on Mathers House"</i>	You want us to look at programs beyond Mathers House
<i>"I engages positively with older people and supports options"</i>	You supportive the draft Commitment
<i>There was no mention of dementia-friendly environments"</i>	You want us to support more dementia-friendly programs
<i>"Take the lead in the Greater Hobart Area by liaising with other Councils to get the supermarkets to have a "This week's Menu" display of what is being served at Mathers House, and the ingredients/method needed for the meal. Perhaps even an in-store demo of the meal preparation."</i>	You want us to consider a new action to encourage healthy eating and cooking skills
<i>"participating in raising community awareness about the value of being inclusive - specifically of people living with dementia but also for people living with any kind of disability"</i>	You want us to advocate and promote inclusivity
<i>"I would like to see more encouragement of older people in mainstream activities - bushcare, community gardens, volunteering for example"</i>	You want us to encourage participation in a range of activities

5.3. Stakeholder feedback

Stakeholder feedback on the draft Positive Ageing Commitment was received through a group discussion at a regular meeting of the Community Sector Reference Group and via email from the Migrant Resource Centre. The issues raised are summarised below.

What you said (summary)	What we heard
<ul style="list-style-type: none"> • Distribute the What's On newsletter more widely • Consider a city Men's Shed • Engage with businesses about inclusion 	You want us to consider additional actions in the draft Commitment

5.4. City of Hobart response to feedback

Based on the feedback received during the engagement period, the following changes have been made to the Community Commitment document.

Key Theme	Our response
You want us to consider a new action to encourage healthy eating and cooking skills	This is included in health and wellbeing activities and programs at Mathers House.
You want us to encourage participation in a range of activities	Increased promotion of activities that take place at Mathers House is included in the Positive Ageing Commitment.
You want us to work more broadly e.g. Beyond Mather's, with businesses, community gardens etc.	The development and delivery of off-site health, well-being

	and life-long learning programs within a variety of local venues, with a 'Connections & Conversations' focus is identified within the Positive Ageing Commitment.
Increased distribution of What's On newsletter	Increased promotion and publicity of City of Hobart and community positive ageing opportunities through seasonal <i>What's On</i> and other community venues, organisations and networks is identified within the Positive Ageing Commitment.
Consider a city Men's Shed	In principle the City would work with and support an agency that proposed a Men's Shed within Hobart.
Engage with businesses about inclusion	This will be addressed when implementing the Equal Access Commitment, specifically in relation to engagement with local businesses around the Hobart accessibility checklist

6. Findings – Draft Youth Commitment

6.1. Community engagement feedback through Your Say Hobart

- 4 responses to the feedback form on the draft Youth Commitment
- 1 survey respondent selected "I support this commitment," 3 survey respondents selected "I'm somewhat supportive but have some questions"

6.2. Key issues raised

What you said	What we heard
<i>"The draft misses a major reality; youth behaviour in the Hobart CBD is often a nuisance... The reason to me is that the CBD is an obvious place to meet friends after school but insufficient infrastructure is provided."</i>	You want us to support youth activities in the CBD; and address- issue such as skateboarding and smoking
<i>"No mention of climate or climate action. One of the pillars of the commitment is an holistic view of health. Climate change is a profound threat to many elements of young people's health"</i>	You want actions on climate change in the Youth Commitment
<i>"I think this is a great step forward, however I do not see the commitments being in line with some of the suggestions that were provided by youth."</i>	You want the actions to line up with the

	suggestions from young people.
<i>"-Safe social spaces within the city for young people - which involve engaging activities, food, accessible (transport) and supportive staff managing those spaces... Safe spaces for women that are monitored (i.e. a safe place a woman can stand at night that's within camera range while waiting for buses/lifts or can go to if scared for support)...Free public transport"</i>	You want actions addressing: <ul style="list-style-type: none"> • safe social spaces for young people • safe spaces for women • free public transport

6.3. Stakeholder feedback

Stakeholder feedback on the draft Youth Commitment was received through a discussion at a regular meeting of the Community Sector Reference Group and via email from the Migrant Resource Centre. The issues raised are summarised below.

What you said (summary)	What we heard
<ul style="list-style-type: none"> • Incorporate an age range into the commitment for clarity • Proposed new actions: <ul style="list-style-type: none"> ○ Connect City of Hobart youth leaders with YNOT ○ Bring young people from other areas to with the Youth Advisory Squad ○ Work with services to ensure youth voices are heard ○ Promote existing youth volunteering • Observe changing dynamics caused by UTAS city move • Explore ways to promote opportunities through City of Hobart programs for young people • Explore opportunities for partnerships between MRC Tas and City of Hobart to develop tailored youth programs 	<p>You want us to consider a range of new actions in the final Youth Commitment</p> <p>You want us to consider how we promote youth programs</p>

6.4. City of Hobart response to feedback

Based on the feedback received during the engagement period, the following changes have been made to the Community Commitment document.

Key Themes	Our response
You want us to support youth activities in the CBD; and address issue such as skateboarding and smoking	Youth ARC is provided for this purpose.

	Skateboarding cannot be policed but an action about engagement with young skaters has been included.
You want actions on climate change in the Youth Commitment	Context added in the Community Input section and action amended to include advocacy on issues such as climate change
You want actions addressing: <ul style="list-style-type: none"> • safe social spaces for young people • safe spaces for women • free public transport 	Action amended to include advocacy for built environment projects.
Incorporating an age range	Wording changes to reflect this
Connecting City of Hobart youth leaders to YNOT	Action added
Increasing diversity of Youth Advisory Squad	Action added
Work with services to ensure youth voices are heard	Action amended
Promote existing youth volunteering	Already an action
Observe changing dynamics caused by UTAS move	Action added
Explore opportunities for partnerships between MRC Tas and City of Hobart to develop tailored youth programs	Action added

7. Appendices

7.1. Your Say Hobart newsletter 6 May 2021 (to 2 655 registered users)

Subject: Have your say on Crowther Reinterpreted, Speakers' Corner and our draft Community Commitments



More opportunities to Have Your Say

We have an exciting range of projects for you to provide feedback on in this newsletter. Read on to find a project that interests you and Have Your Say!

Draft Community Commitments

Following the Council's endorsement of the Community Inclusion and Equity Framework on 10 May, the City of Hobart has now released six draft [Community Commitments](#) for feedback from the community:

- Multicultural Commitment
- LGBTQI+ Commitment
- Equal Access Commitment
- Positive Ageing Commitment
- Youth Commitment
- Community Safety Commitment

Complete a feedback form on each of the draft [Community Commitments](#) by 31 May 2021.

Crowther Reinterpreted

The City of Hobart has commissioned a series of four temporary public art commissions by local arts practitioners, each offering a response to the statue of William Crowther in Franklin Square.

7.2. Facebook post 31 May 2021

City of Hobart 31 May at 15:16

We need your feedback on six new draft commitments to help us work together for an inclusive and equitable city.

They are:

- Multicultural Commitment
- LGBTIQ+ Commitment
- Equal Access Commitment
- Positive Ageing Commitment
- Youth Commitment
- Community Safety Commitment

These draft community commitments are available to view on Your Say Hobart, and are open for consultation until this Thursday, 3 June. Visit <https://yoursay.hobartcity.com.au/community-commitments>

#HaveYourSay #CommunityCommitments



19 9 comments 4 shares



CITY OF HOBART

COMMUNITY SAFETY 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.

A note on language: the organisation's registered business name is 'City of Hobart' and 'Hobart City Council' is our legal name. In this document, the organisation is referred to as the 'City of Hobart' or the 'City' with the exception of the Social Inclusion Policy Statement which, as a formal policy, uses the term 'Council'.

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Image Credits: Alastair Bett, Scott Davis.



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).

The City of Hobart aspires to be a city for all, in which everyone feels safe and secure and can meet their basic needs. To truly become a city for all, we must work towards inclusion and equity for all who live, work or play in Hobart.

We have 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.

This Community Safety Commitment (the 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 makes this commitment in the knowledge that people need to feel a certain amount of safety in their lives in order to learn, grow, take healthy risks, and participate in community life.

When people consider their personal safety, they typically think about local issues that have a direct impact on their daily lives. Lawful responses are often provided as community safety solutions. In some instances these types of solutions are the best option, but often responding to the social drivers of crime is the most effective way to improve the safety of the community. It is within this area that local government has an important role to play in keeping the community safe.

This commitment describes the actions and initiatives we will 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

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. The commitment directs the actions of the organisation that were identified by the community in creating a city for all and provides the framework that underpins our work within community safety. This commitment in turn guides action within specific annual and unit plans within the organisation.

COMMUNITY VISION

Capital City Strategic Plan

Community Inclusion and Equity Framework

Community Safety Commitment

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 community 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:

<p>Our city feels friendly and safe – but we know not everyone experiences our city this way, and we could do better. Identity Statement</p> <p>Pillar 3.4</p>	<p>We make Hobart the most inclusive city in the world, a city that welcomes all.</p> <p>Pillar 2.2.1</p>	<p>We recognise and face inequalities, poverty and disadvantage in our communities.</p> <p>Pillar 2.2.7</p>
<p>We create and retain spaces where people feel connected with Hobart, each other and the environment, where we are safe, engaged and inspired.</p> <p>Pillar 1.3.3</p>	<p>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.</p> <p>Pillar 2.2.3</p>	<p>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.</p> <p>Pillar 2.6.1</p>



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.

COMMUNITY SECTOR REFERENCE GROUP

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 while 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 (CCCLM)
- Crime Stoppers
- Department of Health
- Department of Police, Fire and Emergency Management
- Department of Treasury and Finance - Liquor and Gaming Unit
- Drug Education Network
- Equal Opportunity Tasmania
- Greater Hobart Councils
- 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

Community Input

The Community Safety Commitment has been developed in response to aspirations of our community, specific engagement from the *Hobart: A City for All, Inclusion and Equity Framework* and targeted consultation and research. This resulted in the development of detailed action plans that provide specific direction to assist the City in building an equitable and inclusive community.

In direct response to all that we have heard from our community, from the Community Vision and Capital City Strategic Plan and detailed during the engagement process, the community commitments are aligned with the outcomes under Pillar 2: Community inclusion, participation and belonging.

Community input reflects the engagement process that was undertaken with a range of community organisations, advocacy groups and peak bodies, agencies and City of Hobart employees and what we heard during the engagement process is reflected in each commitment. We will deliver on these priorities through a variety of projects, initiatives and partnerships and outlined in the Action Plan (on page 12) of this commitment.

This commitment builds on the extensive work undertaken by the City of Hobart during the development and implementation of previous Community Safety commitments. Advisory groups such as the City's Late Night Precinct Stakeholder Group and the Hobart Retailers Safety and Security Group, have matured over time and provide a regular forum for us to trial and evaluate community safety initiatives. We also have in place a range of community reference groups who provided feedback to us about their distinct safety needs, and the City's Your Say Hobart provided the mechanism for broader community input into this commitment.

WHAT WE HEARD

We were encouraged to continue to provide opportunities that bring together diverse groups to work together on various issues that impact on community safety. Our community reference groups spoke to us about issues they experience, of discrimination and prejudice, and the harm these do to the community. Our partners in the late night entertainment precincts encouraged us to continue to work with them in harm reduction programs, such as the Safer Nights Partnership, that assist people at risk to themselves or others through the use of alcohol and other drugs. Our retail community are experiencing a range challenges driven by complex social issues, encouraging the City to continue to work with business owners, police, Crime Stoppers and others to respond to those issues.

We were urged to continue to provide leadership on important social issues, such as violence against women and children, and to provide outlets to promote awareness of support programs and initiatives available to the Hobart community.

When we work in partnership with others we achieve the best outcomes for our community.

Priority Areas for Action

In alignment with the **Capital City Strategic Plan** and **Community Inclusion and Equity Framework**, the City of Hobart 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.



Wellbeing and Knowledge

STRATEGIC PLAN OUTCOME 2.3

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



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.



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 **community safety** and commit to addressing through advocacy, partnership and direct action.

Action Plan

CURRENT AND ONGOING ACTIONS



Work 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.

- Contribute to the partnership by funding security presence at the secure taxi rank and Salamanca Square toilets on a Friday and Saturday nights.

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 encourage collaborative solutions within the group.

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

Deliver the Safer Communities Grant funded program over three years. The funding includes lighting upgrades, improvements to CCTV and modernising vehicle bollards which will contribute to greater community resilience and wellbeing by addressing crime and anti-social behaviour in Hobart while improving perceptions of safety.

Develop a Security Infrastructure Asset Management Plan for the city. The City of Hobart will work with key partners to improve resident and visitor safety with the aim of reviewing existing and creating additional security measures as part of the 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.

Enhance the City's ability to respond to and recover from emergency events through training and developing the City's emergency response volunteers; focus continuous improvement on forming evacuation and recovery centres and facilities for emergency events.

Participate as an active member of the CCCLM Safe Cities Network; increase our knowledge and learn from other cities to apply a best practise approach to community safety.

NEW INITIATIVES AND GOALS



Advocate (within our sphere of influence) on issues that assist in reducing overrepresentation of Aboriginal people in youth and adult justice and preventing Aboriginal deaths in custody.



Work with Hobart’s diverse communities, the University of Tasmania, Tasmania Police and Equal Opportunity Tasmanian to identify and respond to the drivers of the underreporting of hate crimes.

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



Initiate a new series of social outdoor activities targeted at multicultural community members and new arrivals.

Advocate (within our sphere of influence) on issues that improve the safety and welfare of people working in the legal sex industry.

Build social cohesion by promoting culturally significant dates through the City’s social media channels, with an aim of increasing public awareness and knowledge and celebrate the achievements of members of our diverse communities.



Use the Our Watch Local Government Toolkit to design and implement violence prevention activities; work with community partners to promote respect and work towards the elimination of violence against women and their children.

Work with community partners and businesses in the Brooke/Despard streets precinct to examine opportunities for supporting the Safer Nights Program initiative. Consider opportunities to expand this program if required.

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

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



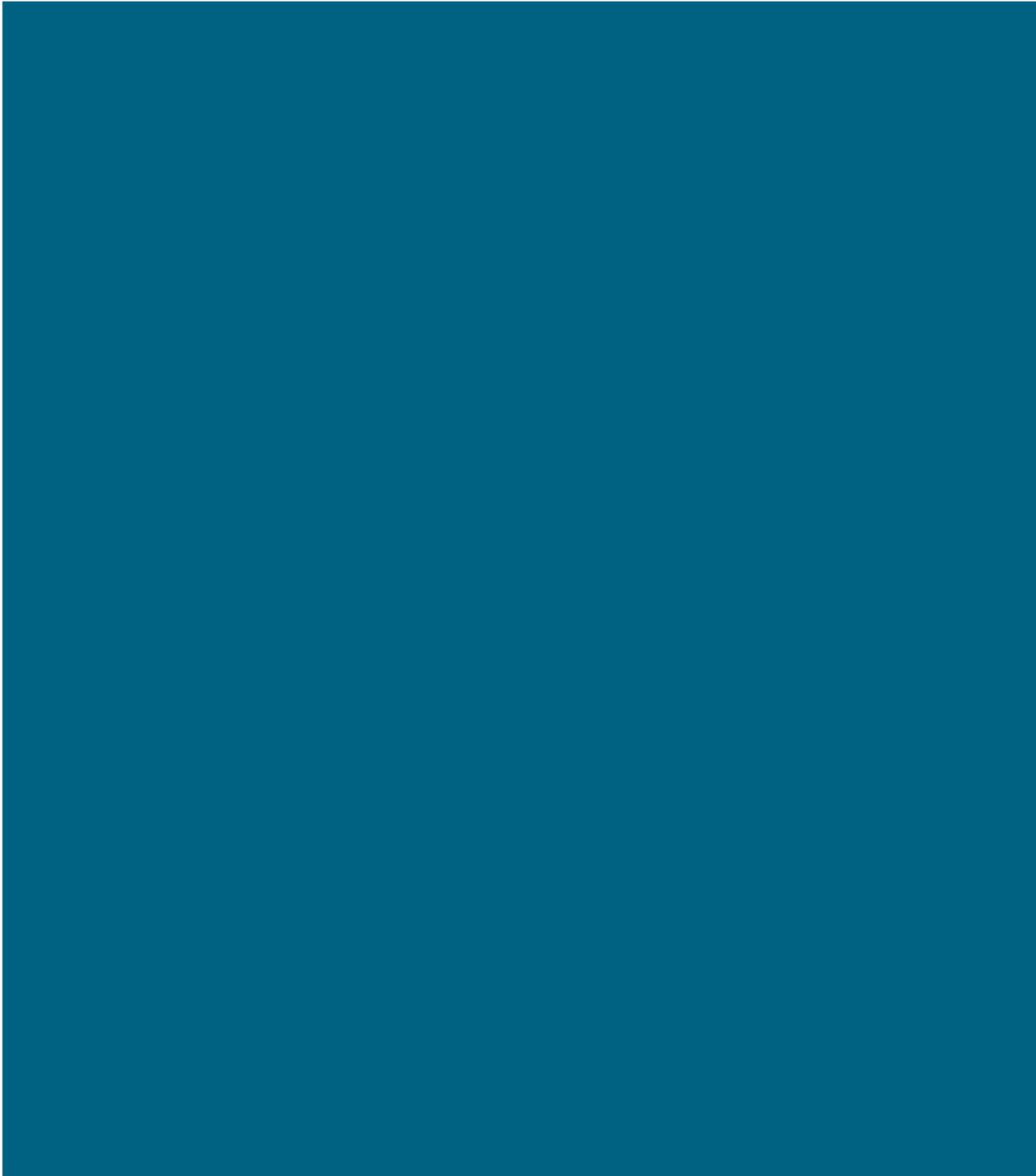
Governance and Review

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. The governance of our review will be implemented by the following groups:

- **Community Sector Reference Group** includes representatives from major community organisations in Hobart and the sector peak bodies. This group meets with City of Hobart employees 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 employees 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** including 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

EQUAL ACCESS 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.

A note on language: the organisation's registered business name is 'City of Hobart' and 'Hobart City Council' is our legal name. In this document, the organisation is referred to as the 'City of Hobart' or the 'City' with the exception of the Social Inclusion Policy Statement which, as a formal policy, uses the term 'Council'.

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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 (the commitment) outlines key partnerships, focus areas and priority actions.

The City of Hobart aims to support and enhance everyone's capacity to participate fully in community life. Including:

- Recognising the fundamental right of all people in 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 to identify community needs and aspirations and to participate 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 practises, 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 fully participating in community life through the implementation of the Community Inclusion and Equity Framework and this commitment.
- Encouraging changes to physical and social environments that improve access and equity and enhance community participation.

This Equal Access Commitment has been developed with the acknowledgment that everyone's experience in our community is different and the City of Hobart will work closely with those who face additional barriers to participation in community life.

Our Organisation

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. The commitment directs the actions of the organisation that were identified by the community 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 within the organisation.

COMMUNITY VISION

Capital City Strategic Plan

Community Inclusion and Equity Framework

Equal Access Commitment

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.

COMMUNITY SECTOR REFERENCE GROUP

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
- advocates for children and families
- relevant public sector agencies.

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

Key partners include:

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

Community Input

The Equal Access Commitment has been developed in response to aspirations of our community, specific engagement from the *Hobart: A City for All, Community Inclusion and Equity Framework* and targeted consultation and research. This resulted in the development of detailed action plans that provide specific direction to assist the City in building an equitable and inclusive community.

In direct response to all that we have heard from our community, from the Community Vision and Capital City Strategic Plan and detailed during the engagement process, the community commitments are aligned with the outcomes under Pillar 2: Community inclusion, participation and belonging.

Community input reflects the engagement process that was undertaken with a range of community organisations, advocacy groups and peak bodies, agencies and City of Hobart employees and what we heard during the engagement process is reflected in each commitment. We will deliver on these priorities through a variety of projects, initiatives and partnerships and outlined in the Action Plan (on page 12) of this commitment.

WHAT WE HEARD

There was a strong collective preference in favour of the City retaining the five focus areas from previous Equal Access strategies.

These are:

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

People with disability, community organisations and advocates also told us about a range of experiences arising from a lack of understanding of their aspirations and needs or preparedness to include them in community life.

Specific challenges were identified during the community consultation including, a lack of social, cultural, recreational and consultative opportunities; inaccessible buildings, inappropriate and insufficient infrastructure and streetscape access; limited access to parking and transport options; limited access to information and a lack of community awareness of disability rights; limited community responsibility; and economic, health, and social impacts that these challenges have on their lives.

It was also acknowledged during the consultation that progress has been made by the City of Hobart in many of the focus areas identified by the community and the sector. The consultation highlighted however, the ongoing need for the City to share stories of people with lived experience as a way of building understanding; of educating and influencing change in Hobart around the issues impacting the lives and experiences of people with disability; and empowering community members to be part of solutions to increase access for everyone.

There was also repeated feedback from a diversity of groups during the consultation about the importance of inclusion and access being at the centre of what we do. Rather than accessibility being an afterthought, it was suggested that we consult as early as possible with 'end users' and the services that work with them. This feedback related to event planning, new businesses and services, public spaces, roads and infrastructure upgrades.

Priority Areas for Action

In alignment with the **Capital City Strategic Plan** and **Community Inclusion and Equity Framework**, the City of Hobart 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.



Wellbeing and Knowledge

STRATEGIC PLAN OUTCOME 2.3

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



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.



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** and commit to addressing through advocacy, partnership and direct action.

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.

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

Monitor City of Hobart assets (including parks, playgrounds, bushlands, streetscapes, facilities, toilets and buildings) and upgrades at design stage. Regularly monitor and review existing facilities through the Hobart Access Advisory Committee and Subcommittees.

Ensure the City has a dedicated budget for specific parks, streetscapes and parking access improvements.

Enable input from the Hobart Access Advisory Committee on the City's community strategies, publications and communication content.

Provide inclusion and equity training for City of Hobart employees.

Work with State Government, through the Hobart Access Advisory Committee, to respond to issues in the focus areas of access to parking and transport.

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



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

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-newsletter by regularly reviewing the distribution list to include a broader audience.

Increase involvement with the City's Creative Hobart program and commercial art galleries in Hobart through a mentoring program with community artists for Ability to Create.

Increase participation in the All-Ability Access program at Youth Arts Recreation centre 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 of Hobart employees 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.

Review the City's Mobility Map with a view to add accessibility features and technology for online access.

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

Update the Equal Access webpages on the City's website in collaboration with the Access Subcommittee, to increase accessibility to information and content.

Develop an accessibility checklist for local Hobart businesses and engage with them to become more accessible and inclusive with input from businesses, the City's Hello Hobart program, community organisations and the Hobart Access Advisory Committee.

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.



Include the Hobart Access Advisory Committee in future *Hobart Respects All* campaigns to raise awareness of the issues impacting people with disability, families and carers.

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

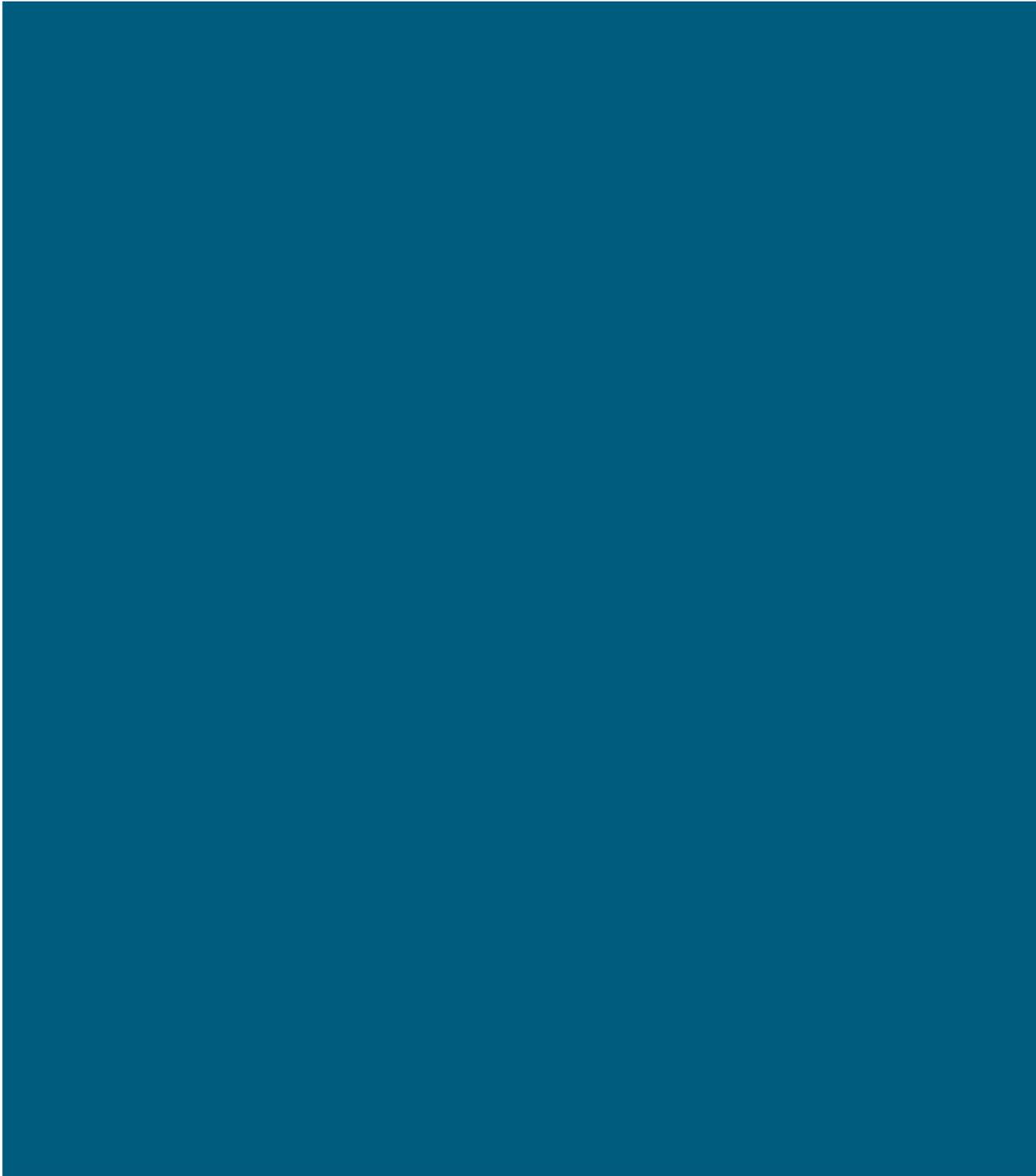


Governance and Review

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 commitment, we have mechanisms to guide the delivery and review of the commitment and to measure the effectiveness of the action plan in addressing issues related to participation, opportunity, accessibility, education and awareness. The governance of our review will be implemented by the following groups:

- **Community Sector Reference Group** includes representatives from major community organisations in Hobart and the sector peak bodies. This group meets with City of Hobart employees 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 employees 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 employees, 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 program, and people with lived experience, community organisations, local businesses and City of Hobart employees.

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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CITY OF HOBART

LGBTIQ+ 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.

A note on language: the organisation's registered business name is 'City of Hobart' and 'Hobart City Council' is our legal name. In this document, the organisation is referred to as the 'City of Hobart' or the 'City' with the exception of the Social Inclusion Policy Statement which, as a formal policy, uses the term 'Council'.

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Image Credits: Alastair Bett, Scott Davis



Our Commitment to LGBTIQ+ Communities

In 2008, the City of Hobart formally apologised to Tasmania's Lesbian, Gay, Bisexual, Transgender, Intersex and Queer + (LGBTIQ+) 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 LGBTIQ+ 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 LGBTIQ+ communities, as signified by the Hobart City Council's decision to fly the Rainbow Flag over the Hobart Council Centre until marriage equality was realised in 2017. However, we recognise that despite social progress, in areas such as marriage equality, LGBTIQ+ people continue to experience harassment, discrimination and violence because of their sexuality and/or gender identity. These experiences can contribute to psychological distress, homelessness, and challenges with alcohol and other drugs that are disproportionately experienced by LGBTIQ+ people.

During community engagement for the development of the City's *Hobart: A City for All Community Inclusion and Equity Framework*, community members called for the development

of a dedicated LGBTIQ+ Commitment (the commitment). The Hobart community recognised the City's ongoing support for LGBTIQ+ inclusion and wanted it formalised in a public statement of commitment. This commitment has been developed in response to that feedback.

The City celebrates the contributions that LGBTIQ+ individuals and communities make to our municipality and the commitment aims to demonstrate how we continue to support these communities to be proud, visible and responsive to the challenges they face.

A note on terminology used in the commitment:

Language used to describe LGBTIQ+ people and communities is evolving and changes across time. Importantly there is no singular LGBTIQ+ community, but a diverse range of people, identities and experiences. In this commitment we have chosen to adopt the language and terminology used in the Tasmanian State Government's Whole-of- Government Framework for LGBTIQ+ Tasmanians (as of July 2021).

Our Organisation

CITY OF HOBART MISSION

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

The LGBTQ+ 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. The commitment directs the actions of the organisation that were identified by the community in creating a city for all and provides the framework that underpins our work with LGBTQ+ people and communities. This commitment in turn guides action within specific annual and unit plans within the organisation.

COMMUNITY VISION

Capital City Strategic Plan

Community Inclusion and Equity Framework

LGBTQ+ Commitment

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

Pillar 2.2.1

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

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

Pillar 2.2.5

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 use arts and events to explore our histories and identities and tell our stories

Pillar 3.3.2

We seek advocates who encourage the civic involvement of their communities

Pillar 8.2.2



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

Key partners include:

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



Community Input

The LGBTIQ+ Commitment has been developed in response to aspirations of our community, specific engagement from the *Hobart: A City for All, Inclusion and Equity Framework* and targeted consultation and research. This resulted in the development of detailed action plans that provide specific direction to assist the City in building an equitable and inclusive community.

In direct response to all that we have heard from our community, from the Community Vision and Capital City Strategic Plan and detailed during the engagement process, the community commitments are aligned with the outcomes under Pillar 2: Community inclusion, participation and belonging.

Community input reflects the engagement process that was undertaken with a range of community organisations, advocacy groups and peak bodies, agencies and City of Hobart employees and what we heard during the engagement process is reflected in each commitment. We will deliver on these priorities through a variety of projects, initiatives and partnerships and outlined in the Action Plan (on page 12) of this commitment.

This commitment has been developed in response to targeted engagement and research. Engagement mechanisms for this commitment included:

- Group discussions at the Community Sector Reference Group.
- Early draft conversations with limited LGBTIQ+ community organisations.
- A comprehensive written response from Equality Tasmania.
- Broad community consultation through Your Say Hobart.

WHAT WE HEARD

In the early stages of the development of the Community Inclusion and Equity Framework the Community Sector Reference Group greatly encouraged the City of Hobart to include an LGBTIQ+ Commitment amongst its suite of Community Commitments. The Group pointed out that the City was already doing a considerable amount of work for LGBTIQ+ communities, and that that work should be recognised in a standalone Commitment.

Equality Tasmania presented a comprehensive written document to the City with three main themes, discrimination and stigma; resilience and pride; empowerment and voice. These themes were also similarly reflected by individual community comments through the Your Say Hobart engagement process.

Both individuals and Equality Tasmania feedback challenged us to do more than offer what we were already doing. Responding to this challenge, we strengthened some of our current and ongoing actions and included additional new initiatives and goals. Number one on the list of new initiatives was a request for voice, such as a City of Hobart LGBTIQ+ Advisory Group, to provide direct input and advice into existing programs as well as potential future actions.

We will explore opportunities to establish such a group, then work together to challenge the ongoing impact of discrimination and create opportunities to celebrate proudly the contributions of LGBTIQ+ people and communities in the life of the City.

Priority Areas for Action

In alignment with the **Capital City Strategic Plan** and **Community Inclusion and Equity Framework**, the City of Hobart 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.



Wellbeing and Knowledge

STRATEGIC PLAN OUTCOME 2.3

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



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.



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 supporting/promoting/working for **LGBTIQ+** inclusion through advocacy, partnership and direct action.

Action Plan

CURRENT AND ONGOING ACTIONS



Monitor trends and maintain a broad understanding of the concerns of LGBTIQ+ 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 LGBTIQ+ 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.

Continue to foster and 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 LGBTIQ+ young people through Youth ARC programs such as *Platform Magazine* and events.



Continue to provide public art opportunities for LGBTIQ+ artists through public art platforms such as The Loop and Soapbox Billboards, which provide opportunities to highlight experiences of discrimination and celebrate the contributions of LGBTIQ+ people in Hobart.



Recognise and support specific LGBTIQ+ international days by sharing information about the ongoing experiences of harassment, discrimination and violence targeted at people because of their diverse expression of sexuality and gender. Including, but not limited to, International Day Against Homophobia, Bipohobia, Intersexism and Transphobia (IDAHOBIT)

NEW INITIATIVES AND GOALS



Explore forming a City of Hobart LGBTIQ+ Community Advisory Group to provide advice on existing programs, oversee the implementation of this Commitment, and identify potential actions in the future.

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

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

Explore opportunities to continue to support LGBTIQ+ people to celebrate their history and identities, such as an LGBTIQ+ historic walk, and the City of Hobart grants program.

Review City of Hobart forms, where information is collected on gender or relationship status, to be more inclusive and supportive of diverse genders and relationships.

Work with LGBTIQ+ communities, Tasmania Police and Equal Opportunity Tasmania to identify and respond to the barriers to the reporting of hate crimes experienced by LGBTIQ+ people.

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



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

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

Provide inclusion and equity training for City of Hobart employees including LGBTIQ+ inclusion content.



Explore the barriers to LGBTIQ+ people participating fully in community life, including the use of public and City of Hobart spaces, and identify initiatives that respond to these barriers with the aim of reducing social isolation.

Explore forming a City of Hobart LGBTIQ+ and allies employee network that enhances workplace inclusion, supports the needs of LGBTIQ+ employees and establishes the City of Hobart as an employer of choice.

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



Governance and Review

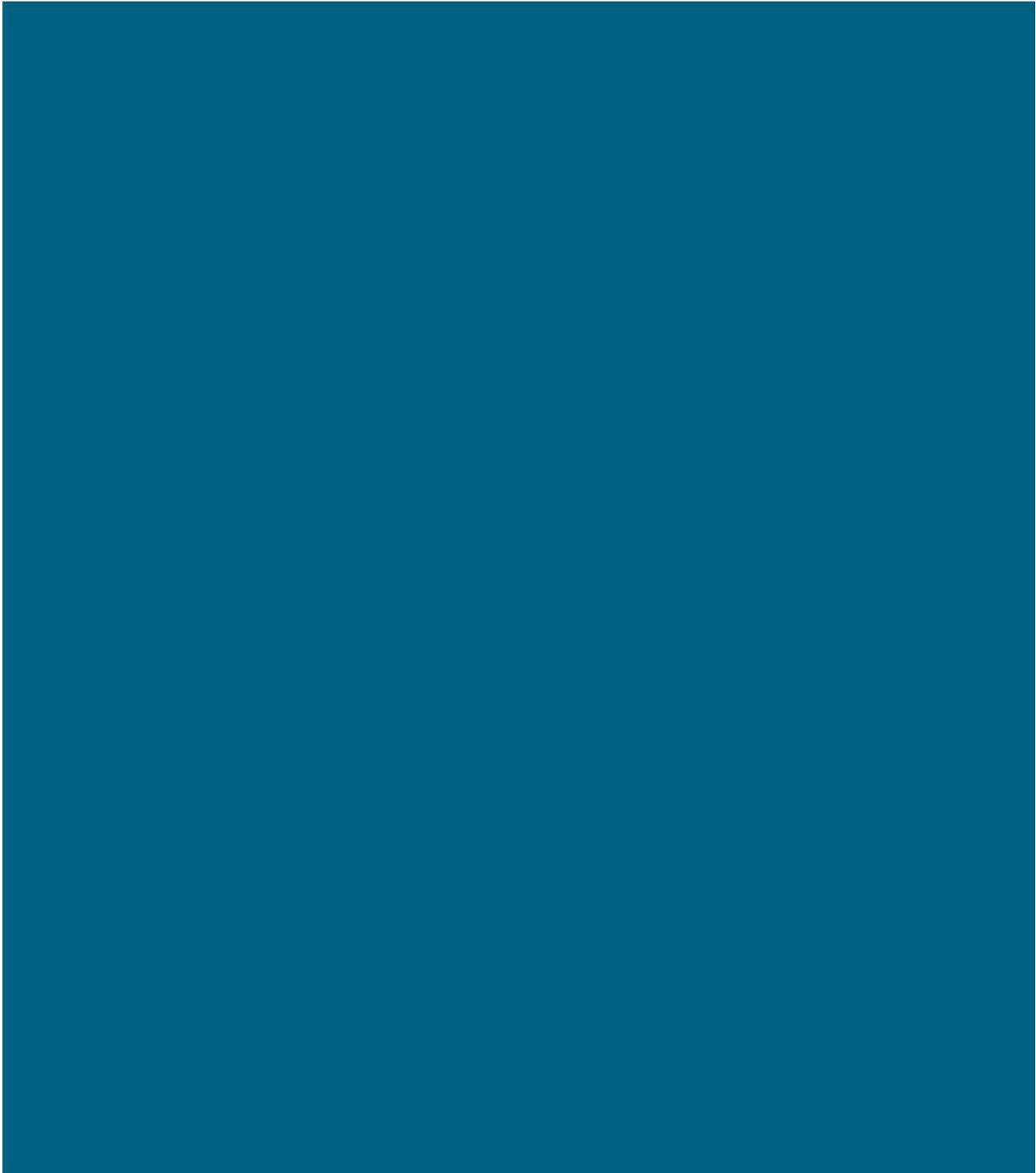
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Progress against the LGBTIQ+ Commitment will be reviewed regularly by the above groups, while recognising that within the operational life of this commitment we will explore forming a City of Hobart LGBTIQ+ Advisory Committee which will then work in conjunction with the above groups.

The commitment will be updated every two years, to respond to community input and ensure currency.



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CITY OF HOBART

MULTICULTURAL COMMITMENT 2021–23



Acknowledgment

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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, along with the current speed of growth in Hobart, requires us to adapt and respond to ensure that no one is left behind.

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 member of the Welcoming Cities Network (a national network of local governments who are committed to an Australia where everyone can belong and participate in social, cultural, economic and civic life) and a registered Refugee Welcome Zone, the City of Hobart is proudly an active participant in regional and national networks.

The Multicultural Commitment (the commitment) 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

CITY OF HOBART 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. The commitment directs the actions of the organisation that were identified by the community in creating a city for all and provides the framework that underpins our work within multicultural communities. This commitment in turn guides action within specific annual and unit plans within the organisation.

COMMUNITY VISION

Capital City Strategic Plan

Community Inclusion and Equity Framework

Multicultural Commitment

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.

COMMUNITY SECTOR REFERENCE GROUP

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 of Hobart'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 sectors
- various cultural groups and associations
- City of Hobart International Student Ambassadors
- 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:

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

Community Input

The Multicultural Commitment has been developed in response to aspirations of our community, specific engagement from the *Hobart: A City for All, Inclusion and Equity Framework* and targeted consultation and research. This resulted in the development of detailed action plans that provide specific direction to assist the City in building an equitable and inclusive community.

In direct response to all that we have heard from our community, from the Community Vision and Capital City Strategic Plan and detailed during the engagement process, the community commitments are aligned with the outcomes under Pillar 2: Community inclusion, participation and belonging.

Community input reflects the engagement process that was undertaken with a range of community organisations, advocacy groups and peak bodies, agencies and City of Hobart employees. What we heard during the engagement process is reflected in each commitment. We will deliver on these priorities through a variety of projects, initiatives and partnerships as outlined in the Action Plan (on page 12) of this commitment.

WHAT WE HEARD

The following 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.

Hobart is known for its strong sense of community. Many people from a culturally and/or linguistically diverse background have shared their love for the city, the helpfulness they have experienced from others and the sense of welcome they feel. Despite the many positives, there remain a number of challenges that multicultural communities in Hobart face. The following key challenges were identified during engagement:

Social Cohesion

Challenges to social cohesion include social isolation, 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 that allow different groups to come together. Storytelling can also build empathy, understanding, and appreciation across perceived cultural differences.

Community members wanted to see increased visibility of multicultural communities in public events, social media and a range of opportunities for connection across cultures involving sport, food, and discussion. Social cohesion requires trust which is often built through repeated interaction and connection.

Accessibility to Information

There was repeated feedback that information targeting multicultural community members is not always accessible and those who need the information most, 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 participate - be it through employment, work experience, access to grant funding, volunteering, or social interaction.

It was seen as critical to provide tailored support for participation such as:

- transport assistance
- friendly reminders
- personalised grant information
- having activity organisers from target communities.

Additionally, community members identified the need for more physical and social spaces for multicultural people to interact with their own communities and other cultural groups. Participants wanted to see decentralised spaces to maximise participation and collaboration in the planning of activities between Greater Hobart Councils. It is important to remember that when basic needs (e.g. adequate income, stable housing and access to reliable, affordable, and culturally appropriate services) are not met, participating in the economy and in society more broadly becomes significantly more difficult.

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 **Community Inclusion and Equity Framework**, the City of Hobart 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.



Wellbeing and Knowledge

STRATEGIC PLAN OUTCOME 2.3

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



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.



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, are strongly aligned with the themes from community input described in this commitment.

Action Plan

CURRENT AND ONGOING ACTIONS



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

Deliver annually the City's International Student Ambassador Program to provide participation, leadership and access opportunities for international students.

Deliver citizenship ceremonies for members of the Hobart community with a focus on:

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

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

Continue to develop and enhance content available on the City's website for multicultural programs (such as *Hobart Welcomes All*, *Harmonious Hobart*) to include messaging on the community-wide benefit of cultural diversity, migration and settlement.

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, advocating for needs, 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.

Continue to provide support to increase diverse representation in publications and communications produced by the City.



Advocate for and support community messaging about racism. Continue to promote *Hobart Respects All* and *Racism. It stops with me* campaigns. Measure impact of the 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 Hobart's cultural groups.

Encourage continuous improvement across the organisation, using the Social Inclusion Policy to reduce the risk of discrimination within our scope of influence.

NEW INITIATIVES AND GOALS



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

- training for International Student Ambassadors
- walking tours for new arrivals to Hobart
- enhancing Aboriginal connections and understanding for new citizens.



Review documents, publication and communication for information requiring prioritised actions that will enhance accessibility and inclusivity.

- Explore opportunities to reduce and simplify forms, to create easy read/plain-English/translated versions of documents, incorporate audio and video recordings, and tailored face-to-face information sessions.

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

Support the delivery of inclusive and accessible events for diverse communities that allow and attract cross-cultural interaction.

Explore a range of communication strategies to promote cultural events and encourage participation.

Work with Youth Arts and Recreation Centre and Mather's House to support participation of those from a culturally and/or linguistically diverse background in their programs.



Develop work placement opportunities at City of Hobart for those with culturally and linguistically diverse backgrounds.

Initiate a new series of social outdoor activities targeted at multicultural community members and new arrivals to the Hobart community.

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



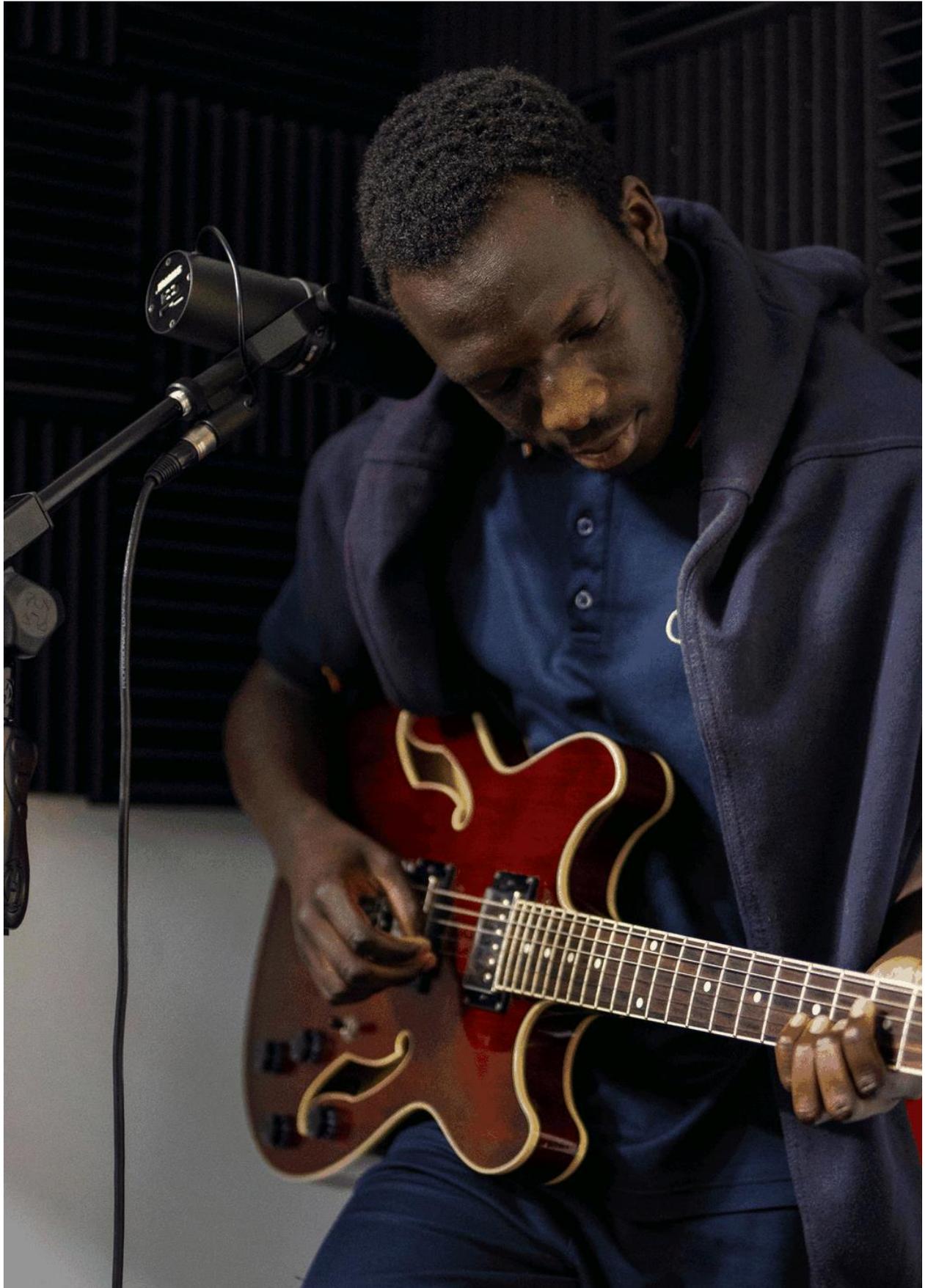
Deliver inclusion and equity training for City of Hobart employees considering different roles and learning needs:

- Include training on multicultural inclusion, unconscious bias, racism, and how to use interpreters for customer facing employees.

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

Continue to participate in the Welcoming Cities network and progress against the National 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.



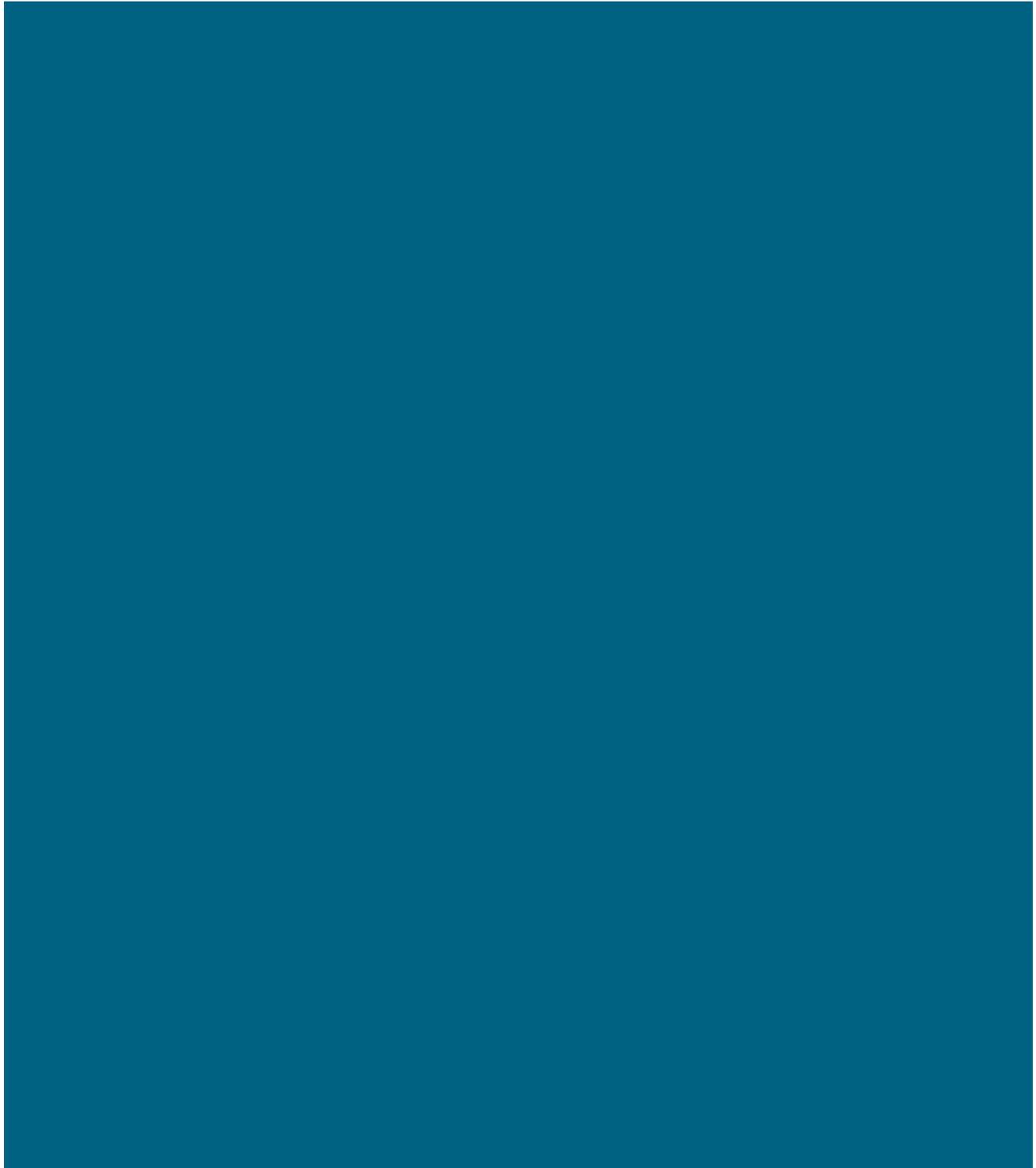
Governance and Review

We are committed to being transparent and accountable in the delivery of the Multicultural 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. The governance of our review will be implemented by the following groups:

- **Community Sector Reference Group** includes representatives from major community organisations in Hobart and the sector peak bodies. This group meets with City of Hobart employees 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 employees 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.

- **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

POSITIVE AGEING 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.

A note on language: the organisation's registered business name is 'City of Hobart' and 'Hobart City Council' is our legal name. In this document, the organisation is referred to as the 'City of Hobart' or the 'City' with the exception of the Social Inclusion Policy Statement which, as a formal policy, uses the term 'Council'.

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Image Credits: Alastair Bett, Graziano DiMartino, Dougal McLauchlan



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 positive ageing sector, and the community under previous Positive Ageing strategies.

A positive ageing approach supports people's ability to have control over their own quality of life and encourages continuing participation in all aspects of community life.

The City of Hobart embraces the notion that individuals, organisations and the community can provide support and opportunities to all people to have lives that are meaningful and fulfilling as well 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 focused 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

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. The commitment directs the actions of the organisation that were identified by the community in creating a city for all and provides the framework that underpins our work within positive ageing. This commitment in turn guides action within specific annual and unit plans within the organisation.

COMMUNITY VISION

Capital City Strategic Plan

Community Inclusion and Equity Framework

Positive Ageing Commitment

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 strengthening our positive ageing approach and inclusion work in the city and provides a strong mandate for delivery of this Positive Ageing Commitment.

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

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 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

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

Pillar 2.2.10

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

Pillar 2.3.3

We value learning at all ages and stages of life.

Pillar 2.4.3

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

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

Pillar 2.5.2



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.

COMMUNITY SECTOR REFERENCE GROUP

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 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 City with an ongoing consultative group that guides, questions and suggests ways of addressing issues for older people.

The City of Hobart continues to build upon existing partnerships while 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.

Key partners include:

- Able Australia
- Anglicare
- Archdiocese of Hobart
- Bapcare
- Catholiccare
- Centacare
- Colony 47
- Communities Tasmania
- COTA
- Dementia Australia
- Healthy Ageing Network South
- Hobart City Mission
- Libraries Tasmania
- Lifeline
- Migrant Resource Centre
- Mission Australia
- Salvation Army
- School for Seniors
- St Vincent de Paul
- TasCOSS
- TasTAFE
- Tasmanian Health Service
- Uniting AgeWell
- University of the Third Age
- University of Tasmania
- Working it Out

Community Input

The Positive Ageing Commitment has been developed in response to aspirations of our community, specific engagement from the *Hobart: A City for All, Inclusion and Equity Framework* and targeted consultation and research. This resulted in the development of detailed action plans that provide specific direction to assist the City in building an equitable and inclusive community.

In direct response to all that we have heard from our community, from the Community Vision and Capital City Strategic Plan and detailed during the engagement process, the community commitments are aligned with the outcomes under Pillar 2: Community inclusion, participation and belonging.

Community input reflects the engagement process that was undertaken with a range of community organisations, advocacy groups and peak bodies, agencies and City of Hobart employees and what we heard during the engagement process is reflected in each commitment. We will deliver on these priorities through a variety of projects, initiatives and partnerships and outlined in the Action Plan (on page 12) of this commitment.

WHAT WE HEARD

The term 'older people' is a convenient if misleading catch-all that is often used to encompass anyone aged from 50 to 100 and beyond. Categorising anyone over the age of 50 as a singular 'group' disregards the complexity of our community.

It is important to recognise that all people, regardless of age, come from different backgrounds, have different abilities, interests, life and work experiences, priorities, and resources. We each live within different family

circumstances, and with different personal relationships. For many of us, age is not how we define ourselves 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 key issues emerged that were consistent with previous Positive Ageing strategies, and identified as still being of concern for older people within Hobart.

Key issues included:

- 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; identifying, supporting and helping deliver positive ageing initiatives to respond to the feedback received by the City.

Priority Areas for Action

In alignment with the **Capital City Strategic Plan** and **Community Inclusion and Equity Framework**, the City of Hobart 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.



Wellbeing and Knowledge

STRATEGIC PLAN OUTCOME 2.3

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



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.



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 **positive ageing** and commit to addressing through advocacy, partnership and direct action.

Action Plan

CURRENT AND ONGOING ACTIONS



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

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

Support tenants, other agencies, positive ageing and health sectors, and community members to deliver social, health and wellbeing programs, workshops and activities at Mathers and Criterion Houses and other community venues.

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

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

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



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

Deliver a food and nutrition program at Mathers House that provides information and resources that support healthy eating, nutrition and age-appropriate diets, and includes a focus on providing healthy, low-cost meals each weekday.

Continue delivery of the federally funded *Still Gardening* program to support older people to stay in their homes by providing gardening and social support.

Encourage a focus on lifelong learning and continue promotion of accessible and affordable learning opportunities for older people at Mathers and Criterion Houses and other venues within the city.



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

NEW INITIATIVES AND GOALS



Consider forming a positive ageing community outreach program, including support for off-site health, wellbeing and lifelong learning programs within a variety of local venues with a 'Connections & Conversations' focus.

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

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

Connect HOPRG with other local government positive ageing reference groups, networks and committees through meetings, collaboration on projects and other relevant opportunities.



Build 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.

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



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



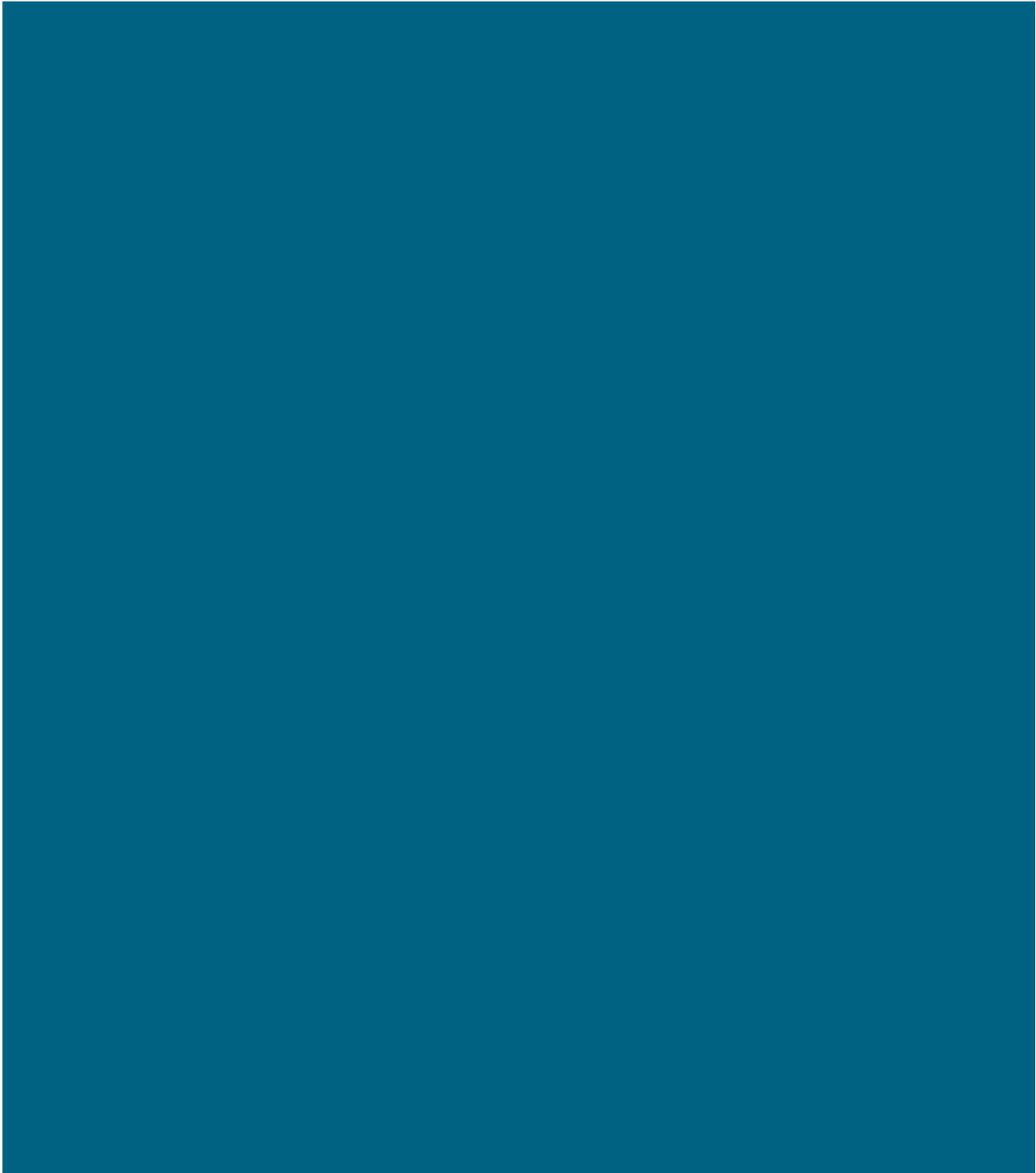
Governance and Review

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 commitment, we have mechanisms to guide the delivery and review of the commitment and to measure the effectiveness of the action plan. The governance of our review will be implemented by the following groups:

- **Community Sector Reference Group** includes representatives from major community organisations in Hobart and the sector peak bodies. This group meets with City of Hobart employees 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 employees 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 deliver and be involved in monitoring the delivery of 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's decision making process. This group meets bi-monthly.
- **Customer feedback and project specific consultation** is utilised by Positive Ageing employees who regularly connect with visitors and users of Mathers House and Criterion House to understand their experiences and needs. Consultation includes individual as well as community and sector organisations. Employees 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

**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.

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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.

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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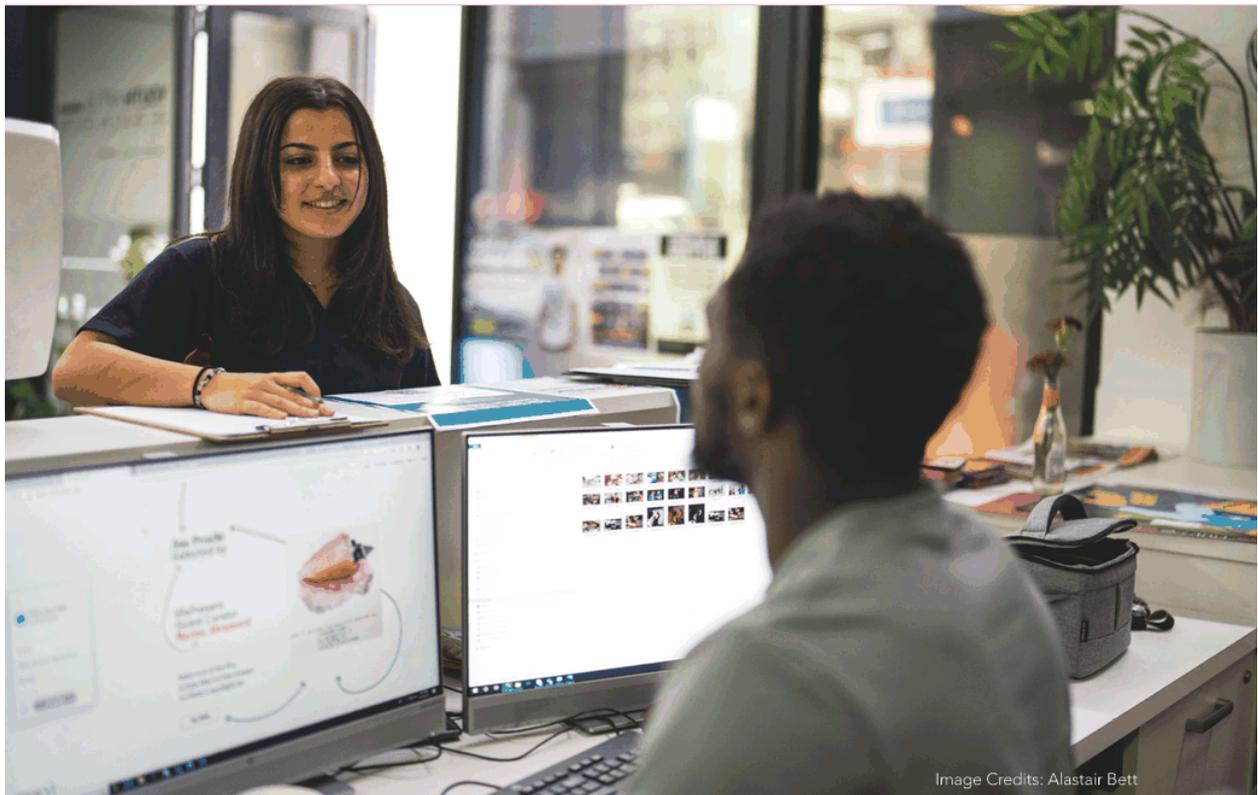


Image Credits: Alastair Bett



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 youth sector and the community under previous youth strategies. The commitment 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. While this commitment focuses on people aged 12–25, work in this area also responds to the needs and aspirations of children and families in Hobart.

We celebrate the role that young people play in a healthy and thriving community and keep future generations at the heart of our thinking. Young people 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 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, program planning and delivery.

Our Organisation

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. The commitment directs the actions of the organisation that were identified by the community in creating a city for all and provides the framework that underpins our work within the youth sector and community. This commitment in turn guides action within specific annual and unit plans within the organisation.

COMMUNITY VISION

Capital City Strategic Plan

Community Inclusion and Equity Framework

Youth Commitment

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 youth in the city and provides a strong mandate for delivery of this Youth Commitment.

This 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

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

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

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

Pillar 2.2.7



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.

COMMUNITY SECTOR REFERENCE GROUP

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 (YAS)

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, and get experience in developing and running 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 (YAP)

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 of YAP 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 City of Hobart employees with support from the Youth Network of Tasmania.

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

Key partners include:

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

Community Input

The Youth Commitment has been developed in response to aspirations of our community, specific engagement from the *Hobart: A City for All, Inclusion and Equity Framework* and targeted consultation and research resulting in the development of detailed action plans that provide specific direction to assist the City in building an equitable and inclusive community.

In direct response to all that we have heard from our community, from the Community Vision and Capital City Strategic Plan and detailed during the engagement process the community commitments are aligned with a focus on the outcomes under Pillar 2: Community inclusion, participation and belonging.

Community input reflects the engagement process that was undertaken with a range of community organisations, advocacy groups and peak bodies, agencies and City of Hobart employees and what we heard during the engagement process is reflected in each commitment. We will deliver on these priorities through a variety of projects, initiatives and partnerships and outlined in the Action Plan SSEE(on page 13) of this commitment.

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 Arts and Recreation Centre; 'street chats' with young people in the city; 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

The following key themes were identified during engagement:

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, and 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 employees. Young women often report feeling unsafe in central city locations, and actively 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, and 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. Young people are hyper-aware of diversity and the variety of ways of being and expressing oneself. They understand how diversity leads to differing support needs. We heard that young people who are new to

Hobart need opportunities and support to increase their networks and make connections with other young people and services in the Hobart community. This is particularly important when language poses additional barriers to thriving. LGBTIQ+ young people can 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. LGBTIQ+ young people require safe, inclusive spaces to meet and support each other. Diverse young people want opportunities to engage in the community in a meaningful way, and to have their identity respected and celebrated.

Voice and Participation

Young people and the sector emphasised 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. In order 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

The City of Hobart's Youth Advisory Squad identified what they see as the key challenges for young people today: mental health, public transport, sustainability, and education. They note the rise in young people facing mental illness and are concerned about the lack of appropriate services to support them. They also see that reliable, affordable and accessible public transport is key to participating in education and employment for young people. Sustainability and climate action is a key issue; many young people are highly attune to the risks and challenges of climate change. Finally, YAS identified the barriers some young people face in accessing education and wanted to see a greater diversity of offerings available. Although these challenges extend outside the City of Hobart's scope of influence, the group see these as key areas for advocating for more reliable and accessible services.



Priority Areas for Action

In alignment with the **Capital City Strategic Plan** and **Community Inclusion and Equity Framework**, the City of Hobart 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.



Wellbeing and Knowledge

STRATEGIC PLAN OUTCOME 2.3

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



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.



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 youth** in Hobart and commit to addressing through advocacy, partnership and direct action. The City commits 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 working in collaboration with the Tasmania Youth Sector.

Action Plan

CURRENT AND ONGOING ACTIONS



Continue to improve and maintain the Youth Arts and Recreation Centre as a safe, social and vibrant place for young people, aged 12-25 to socialise and develop skills; offer safe, social and recreation opportunities through the Open Access Program.

Support creative and community programs by enabling the hire of facilities at the Youth ARC to business, community organisations and individuals.

Provide opportunities for young people to get involved in events and activities that showcase their skills and talents; opportunities such as *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. Respond to identified needs through advocacy and direct action with a focus on an inclusive built environment and community safety.

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 families, children and young people in Hobart. Ensure that these needs are taken into account when developing strategies to enhance Hobart as an inclusive and equitable city for young people.

Provide leadership and development opportunities for young people through the Youth Advisory Squad and support collaboration with other regional youth reference groups.



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.

Advocate for the needs and aspirations of children and young people to other levels of government and the community service sector. Including advocacy on key issues such as transport, mental health, sustainability and education.

NEW INITIATIVES AND GOALS



Work in partnership with key partners and employees to build a culturally safe Youth ARC for Aboriginal young people, supporting them to participate and thrive. Trial new partnership methods and mechanisms with aligned organisations to increase strategic action and improve program longevity to strengthen outcomes for young people.



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

Consider opportunities arising from the University of Tasmania’s move to the city to maximise the benefit to young people in Hobart.



Increase connections and partnerships with the youth sector to support engagement of diverse young people and greater capacity to provide supportive referrals to appropriate services.



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.

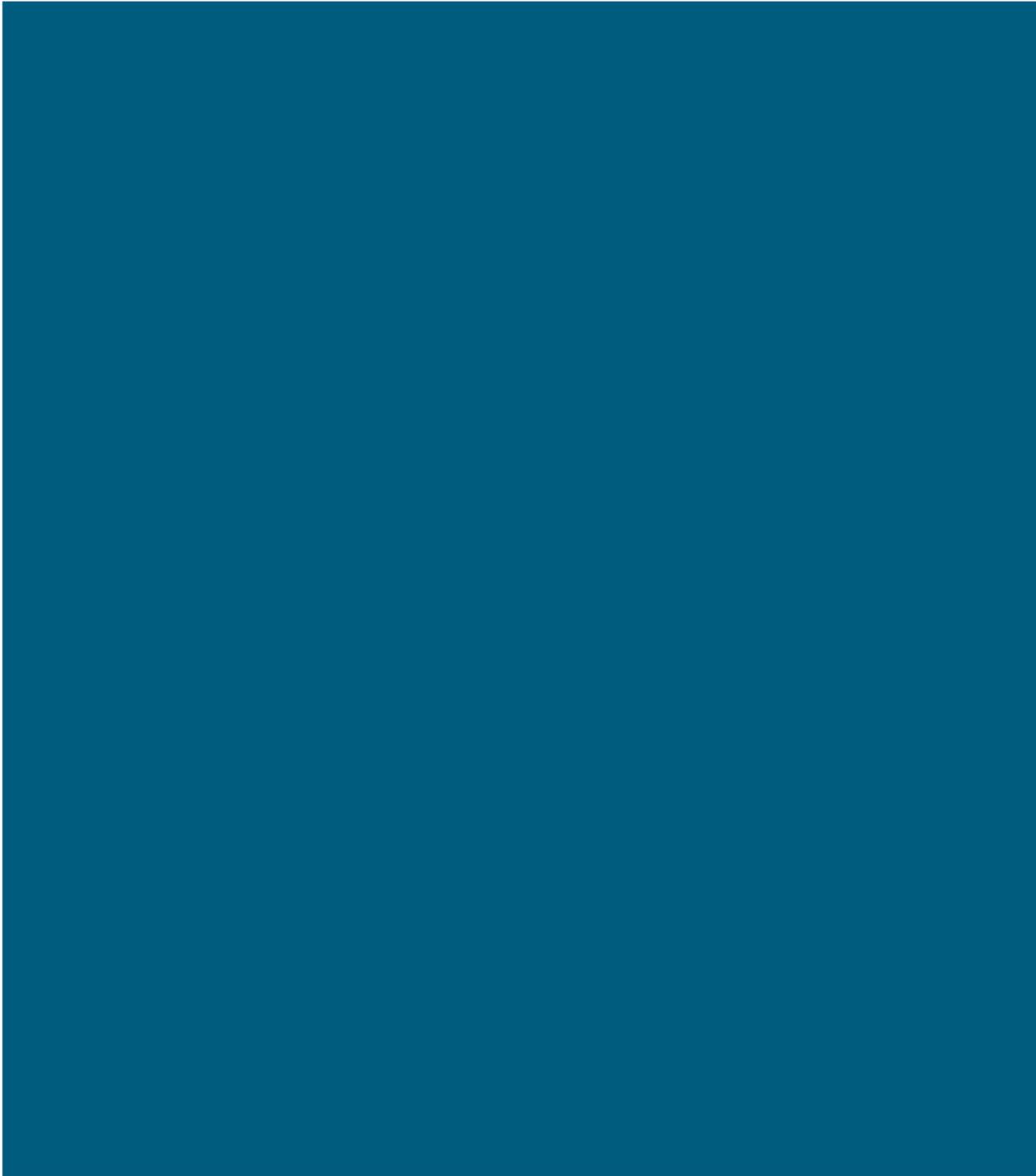
Governance and Review

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 commitment, we have mechanisms to guide the delivery and review of the commitment and to measure the effectiveness of the action plan. The governance of our review will be implemented by the following groups:

- **Community Sector Reference Group** includes representatives from major community organisations in Hobart and the sector peak bodies. This group meets with City of Hobart employees 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 employees 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** is comprised 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 employees to track progress. Customer feedback and project specific consultation is drawn upon by Youth Program employees to understand the experiences and needs of Youth Arts and Recreation Centre users and young people in public space. Employees 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 Tasmania's Own Market - Site Fees
File Ref: F21/81607

Report of the Senior Commercial Advisor Salamanca Market, Manager Activation Programs and Tourism and the Director Community Life of 18 August 2021.

Delegation: Council

REPORT TITLE: TASMANIA'S OWN MARKET - SITE FEES**REPORT PROVIDED BY:** Senior Commercial Advisor Salamanca Market
Manager Activation Programs and Tourism
Director Community Life**1. Report Purpose and Community Benefit**

- 1.1. This reports seeks the Council to delegate authority to the Chief Executive Officer to set fees and charges for the interim market known as Tasmania's Own Market (TOM) for the remainder of 2021-22.
- 1.2. Tasmania's Own Market was established as an alternative to the restrictions of Salamanca Market stallholder licenses, to have the freedom to design a footprint and trading terms and conditions that would offer stallholders and the City greater flexibility in response to COVID-19. The establishment of TOM has enabled the market to trade since August 2020, producing economic and social benefits for Tasmania.

2. Report Summary

- 2.1. Tasmania's Own Market (TOM) is the interim, smaller market that is operating while Salamanca Market is suspended due to COVID-19.
- 2.2. TOM has provided the City with agility for stallholder site placements and given stallholders flexible trading options to suit their business needs and their individual assessment of risk.
- 2.3. The Council, at its meeting of 24 May 2021 resolved the schedule of fees and charges for the Community Life Division for the 2021-22 financial year, including the site fees for TOM.
- 2.4. The Council is required to set its fees and charges for the ensuing financial year as part of the annual budget preparation process.
 - 2.4.1. Under Section 22 of the *Local Government Act 1993*, the Council is able to delegate authority to the general manager to set a fee or charge.
- 2.5. Trading conditions for stallholders have changed since the adoption of the 2021-22 fees and charges due to the rolling border closures with NSW, Victoria, ACT and parts of Queensland.
- 2.6. It is anticipated that borders will remain closed with key visitor markets for at least the next two to four weeks, but likely longer.
- 2.7. There remains continued uncertainty regarding the trajectory of the current pandemic and as a result, it is suggested that further flexibility in the operation of TOM is required so that the City can respond quickly when it is necessary to do so. As a result, this report requests Council

to delegate to the Chief Executive Officer the authority to set fees and charges for Tasmania's Own Market.

3. Recommendation

That the Council delegate to the Chief Executive Officer the authority to set fees and charges pursuant to section 22 of the Local Government Act 1993 for Tasmania's Own Market for the remainder of the 2021-22 financial year.

4. Background

- 4.1. Tasmania's Own Market (TOM) is the interim, smaller market that is operating while Salamanca Market is suspended due to COVID-19.
- 4.2. TOM has provided the City with agility for stallholder site placements and given stallholders flexible trading options to suit their business needs and their individual assessment of risk.
- 4.3. TOM has been successfully operating since 8 August 2020, having progressively grown its footprint in line with a reduction of public health restrictions and the gradual growth of visitor numbers to Tasmania.
 - 4.3.1. More than 70 per cent of visitation to the market traditionally originates from the eastern states of Australia.
- 4.4. The Council, at its meeting of 24 May 2021 resolved the schedule of fees and charges for the Community Life Division for the 2021-22 financial year, including the site fees for TOM.
 - 4.4.1. Site fees for TOM have been approved for \$71 for a single stall and \$131 for a double stall (all figures include GST).
 - 4.4.2. These fees are an increase to the fees applied to TOM during 2020-21.
- 4.5. Trading conditions for stallholders have changed since the adoption of the 2021-22 fees and charges due to rolling Tasmanian border closures with NSW, Victoria, ACT and parts of Queensland.
 - 4.5.1. Poor weather and border closures combined to contribute to low patron numbers on Saturday August 7 2021 widely reported in the media. Media interest highlighted small business concerns about the negative impacts of ongoing border closures and a need for financial hardship support.
- 4.6. The Tasmanian State Government has announced a new Border Closure Critical Support Grant targeted at businesses operating in the tourism, hospitality, arts and events, seafood and transport sectors, and other businesses that are impacted by the lock-downs and borders restrictions that are in place.
 - 4.6.1. Grants of between \$2 000 and \$10 000 will be provided to successful applicants.
 - 4.6.2. The support program will be available to businesses that have suffered a significant reduction in turnover as a direct result of lockdowns and border closures in other states.
 - 4.6.3. It is noted that applications to this program will be assessed in order of receipt.

- 4.6.4. It is undeniable that some stallholders have suffered a reduction in turnover as a direct result of lockdowns and border closures in other states – a number of these have communicated directly with officers.
- 4.7. It is anticipated that borders will remain closed with key visitor markets for at least the next two to four weeks, quite possibly longer.
 - 4.7.1. At the time of writing, the Northern Territory has entered into a three-day snap lock-down and the ACT has extended it's lock-down by a further two weeks.
- 4.8. Officers have engaged with the Salamanca Market Stallholders' Association (SMSA) that has requested a reduction in site fees be considered, as a clear gesture of support for stallholders.
 - 4.8.1. The City is presently running a marketing campaign targeted at locals.
- 4.9. There remains continued uncertainty regarding the trajectory of the current pandemic and as a result, it is suggested that further flexibility in the operation of TOM is required so that the City can respond quickly when it is necessary to do so. As a result, this report requests Council to delegate the Chief Executive Officer the authority to set fees and charges for Tasmania's Own Market.

5. Proposal and Implementation

- 5.1. It is proposed that further flexibility in the operation of Tasmania's Own Market is required so that the City can respond quickly when it is necessary to do so in the context of the COVID-19 pandemic.
- 5.2. It is proposed that Council delegate the Chief Executive Officer the authority to set fees and charges for Tasmania's Own Market.
- 5.3. It is proposed that as the owner and operator of the market, the Chief Executive Officer on behalf of the City may respond to changing and exceptional circumstances by adjusting fees up or down for varying periods of time, depending on the prevailing conditions of the pandemic, and while Tasmania's Own Market remains operational.

6. Financial Implications

- 6.1. Funding Source and Impact on Current Year Operating Result
 - 6.1.1. Any change to the fees and charges originally approved for the 2021-22 financial year will produce a change in the forecast budget outcome for Salamanca Market.
 - 6.1.2. A reduction in site fees could possibly encourage more stallholders to trade on a weekly basis, thus offsetting any overall loss.

6.2. Impact on Future Years' Financial Result

6.2.1. Not applicable

6.3. Asset Related Implications

6.3.1. Not applicable

7. Legal, Risk and Legislative Considerations

7.1. The Council is required to set its fees and charges for the ensuing financial year as part of the annual budget preparation process.

7.1.1. Under Section 22 of the Local Government Act 1993, the Council is able to delegate authority to the general manager to set a fee or charge.

7.2. All trading stallholders have a separate TOM Agreement.

7.2.1. The Agreement allows for changes in site fees, through written notification, without the need for stallholders to re-sign their Agreement.

8. Social and Customer Considerations

8.1. Any changes to market site fees would be communicated with all stallholders.

9. Marketing and Media

9.1. Recent media interest in the market has highlighted small business concerns about the financial impacts of lock-downs and borders restrictions that are in place.

9.2. The City is undertaking marketing to encourage visitation and support from 'locals'.

9.3. Any further support provided by the City is likely to be well received by market stallholders while border restrictions with key markets remain in place.

10. Community and Stakeholder Engagement

10.1. Officers have engaged with the Salamanca Market Stallholders' Association (SMSA) that has requested a reduction in site fees be considered, as a clear gesture of support for stallholders.

11. Delegation

11.1. 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.



Taryn Townsend
**SENIOR COMMERCIAL ADVISOR
SALAMANCA MARKET**



Iris Goetzki
**MANAGER ACTIVATION PROGRAMS
AND TOURISM**



Tim Short
DIRECTOR COMMUNITY LIFE

Date: 18 August 2021
File Reference: F21/81607

**6.4 Applications Approved Under the Delegated Authority of the
Director Community Life for Quick Response Grants
File Ref: F21/82970; 21/48**

Memorandum of the Director Community Life of 18 August 2021 and attachment.

Delegation: Committee



City of **HOBART**

MEMORANDUM: COMMUNITY, CULTURE AND EVENTS COMMITTEE

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

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

RECOMMENDATION

That the information be received and noted.

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

Tim Short
DIRECTOR COMMUNITY LIFE

Date: 18 August 2021
File Reference: F21/82970; 21/48

Attachment A: Quick Response Applications Approved Under Delegated Authority ↓ 

**APPLICATIONS APPROVED UNDER THE DELEGATED
AUTHORITY OF DIRECTOR COMMUNITY LIFE
FOR QUICK RESPONSE GRANTS – FILE REF: 21/48**

Applicant	Project Description	Grant Stream	Value of Grant \$ excl	Date of Approval
ATDC - Alcohol, Tobacco and other Drugs Council (Tas) Inc 25-31/8/2021	<p><i>International Overdose Awareness Day (IOAD)</i></p> <p>IOAD is a global event held on 31 August each year aiming to raise awareness of overdose and reduce the stigma associated with drug-related death. This year there will be crane folding, crane placement, talks about overdose and a minute's silence for people lost to overdose.</p> <p>ATDC staff will be present at Waterside Pavilion to fold cranes with the public, community organisations, and workplaces who would like to be involved in IOAD and/or to help community members add their folded cranes to the art installation. Over ten thousand origami cranes were folded by Tasmanians in 2019 and 2020.</p>	In-kind Venue and Event Resource	\$1,000 In-kind	27/7/2021
Archie's 100 2-9/8/2021	<p><i>Archie's 100</i></p> <p>Archie's 100 is an event that acknowledges emergency services and care providers following the tragic death of 7yo Archie Green in a boating accident on the Prosser River early 2020. Also, it raises awareness for organ and blood donations, and raising funds for the Royal Hobart Hospital's Neonatal and Paediatric Intensive Care Unit.</p> <p>The event included a 100 minutes of exercise (run or walk) followed by a family filled fun afternoon with jumping castles, food vans and other entertainment on Sunday 8 August 2021.</p> <p>The Festive Lighting complemented the event by raising public awareness from 2 to 9 August 2021.</p>	In-kind Venue and Event Resource	\$500 In-kind	30/07/2021

Applicant	Project Description	Grant Stream	Value of Grant \$ excl	Date of Approval
The Tasmanian New Music Ensemble (Sr Dominic Flynn) 17/12/2021	<p><i>Line Tracing: Music for Solo Instruments</i></p> <p>The Tasmanian New Music Ensemble is excited to present 'Line Tracing': an intimate concert of pieces composed for solo instruments. Members of the ensemble will come together from across the country to showcase solo works including world premieres from several local composers, as well as a piece composed for the ensemble by English composer Michael Finnissy and an older work by past Tasmanian figure Hellgart Mahler.</p> <p>The event will take place at the Hobart Town Hall on the evening of Friday 17 December 2021. The concert will run approximately 60 minutes and will be followed by a colloquium with the musicians and present composers. The Tasmanian New Music Ensemble is focused on bringing forgotten or lost Tasmanian works to the forefront of our local music scene, through professional standard performance and promotion.</p>	In-kind Venue and Event Resource	\$650 In-kind	17/08/2021
Wattle Day Association Inc 30/8-5/9/2021	<p><i>National Wattle Day</i></p> <p>Every year on 1 September, National Wattle Day celebrates Australia and being Australian.</p> <p>The Festive Lighting commemorates this occasion by lighting the Cardinal Lights (Mawson Place), Doone Kennedy Hobart Aquatic Centre (DKHAC), Elizabeth Mall, Franklin Square Fountain, Railway Roundabout Fountain and the Rose Garden Bridge yellow and green from 28 August to 5 September.</p>	In-kind Venue and Event Resource	\$386 In-kind	17/08/2021

7. COMMITTEE ACTION STATUS REPORT

7.1 Committee Actions - Status Report

A report indicating the status of current decisions is attached for the information of Elected Members.

RECOMMENDATION

That the information be received and noted.

Delegation: Committee

Attachment A: Open - Status Report for the August 2021 meeting

COMMUNITY, CULTURE AND EVENTS COMMITTEE – STATUS REPORT
OPEN PORTION OF THE MEETING
August 2021

Ref	Meeting	Report / Action	Action Officer	Comments
1	<p>DRAFT AFFORDABLE HOUSING AND HOMELESSNESS COMMITMENT</p> <p>Council, 5/7/2021 Item 13</p> <p>HOUSING AND HOMELESSNESS STRATEGY 2016-19 UPDATE</p> <p>Council, 29/10/2020 Item 11</p> <p>INCLUSION ZONING AFFORDABLE HOUSING IN DEVELOPMENTS AND PRECINCTS</p> <p>Council, 8/10/2018, Item 11</p> <p>Council, 18/6/2018, Item 13</p>	<p>That:</p> <ol style="list-style-type: none"> 1. The Council endorse the draft Affordable Housing & Homelessness Commitment 2021-23 marked as Attachment A to item 6.1 of the Open Community Culture and Events Committee agenda of 24 June 2021 for broad community engagement. 2. A further report be provided to the Council detailing the outcome of the community engagement and presenting the final document for Council approval. 	<p>Director Community Life</p>	<p>The draft Affordable Housing & Homelessness Commitment 2021-23 is currently out for broad community engagement.</p> <p>A report will be presented to Committee in September detailing the outcome.</p>

Ref	Meeting	Report / Action	Action Officer	Comments
2	<p style="text-align: center;">NORTH HOBART MULTICULTURAL FESTIVAL PROPOSAL – COUNCIL ASSISTANCE</p> <p style="text-align: center;">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 & ’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>	<p>Director Community Life</p>	<p>Officers are progressing this matter and have commenced consultation. A meeting with the North Hobart Traders’ Association was held on 29 June 2021.</p>
3	<p style="text-align: center;">CITY OF HOBART GRANTS PROGRAM – REVIEW OF CITY PARTNERSHIP PROGRAM</p> <p style="text-align: center;">Council, 9/11/2020 Item 10</p>	<p>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.</p> <p>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.</p>	<p>Director Community Life</p>	<p>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.</p>

Ref	Meeting	Report / Action	Action Officer	Comments
4	<p>A COMMEMORATION TO THE LATE ALI SULTAN</p> <p>Council, 9/3/2021 Item 11</p>	<p>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.</p> <p>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.</p>	<p>Director Community Life</p>	<p>Officers are progressing this matter.</p>
5	<p>WHITE RIBBON WORKPLACE ACCREDITATION</p> <p>Council, 31/3/2021 Item 10</p>	<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>	<p>Director Community Life</p>	<p>Officers will progress this matter further post the organisational transformation program.</p>

Ref	Meeting	Report / Action	Action Officer	Comments
6	<p>COMMUNITY COMMITMENTS</p> <p>Council, 10/05/2021 Item 13</p>	<p>That: 1. The Council endorse the following six draft community commitments, marked as Attachments A-F to item 6.2 of the Open Community Culture and Events Committee agenda of 29 April 2021 for broad community engagement:</p> <ul style="list-style-type: none"> (i) Community Safety Commitment 2021-23 (ii) Equal Access Commitment 2021-23 (iii) LGBTQI Commitment 2021-23 (iv) Multicultural Commitment 2021-23 (v) Positive Ageing Commitment 2021-23 (vi) Youth Commitment 2021-23 <p>2. A further report be provided to the Council detailing the outcome of the community engagement and presenting the final documents for Council approval.</p>	<p>Director Community Life</p>	<p>A report on this matter is listed on the agenda.</p>

Ref	Meeting	Report / Action	Action Officer	Comments
7	THE FUTURE OF THE TASTE OF TASMANIA Council, 10/05/2021 Item 17	That: <ol style="list-style-type: none"> 1. The Council resolve that it no longer needs to own nor deliver the Taste of Tasmania. 2. The Chief Executive Officer develop a transition plan to divest the City of the exclusive ownership and delivery of the Taste of Tasmania. 3. A further report be provided to the Council with the transition plan outcome and proposal for the future of the Taste of Tasmania, by the end of the 2021-22 financial year. 4. A further report be provided to Council on the proposal for the 2021-22 festive season activation program that includes Christmas and New Year programming. 5. The new State Government be requested to honour the commitment of the previous Government to support the consideration of further options around the Taste of Tasmania event. 	Director Community Life	Clause 1 noted and complete. Clause 4 complete - An outline of events and activations scheduled for the festive and summer period was approved by the Council at its meeting held 9 August 2021 with the finalisation of the specific dates, venues, programming and budget (not to exceed \$200,000) for the 2021-22 summer activation program delegated to the Chief Executive Officer. Clause 2, 3 and 5 are being considered as part of the transition plan to divest the City of the exclusive ownership and delivery of the Taste of Tasmania.

8. QUESTIONS WITHOUT NOTICE

Section 29 of the *Local Government (Meeting Procedures) Regulations 2015*.
File Ref: 13-1-10

An Elected Member may ask a question without notice of the Chairman, another Elected Member, the Chief Executive Officer or the Chief Executive Officer'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, Chief Executive Officer or Chief Executive Officer's representative who is asked a question may decline to answer the question, if in the opinion of the respondent it is considered inappropriate due to its being unclear, insulting or improper.
5. The Chairman may require a question to be put in writing.
6. Where a question without notice is asked and answered at a meeting, both the question and the response will be recorded in the minutes of that meeting.
7. Where a response is not able to be provided at the meeting, the question will be taken on notice and
 - (i) the minutes of the meeting at which the question is asked will record the question and the fact that it has been taken on notice.
 - (ii) a written response will be provided to all Elected Members, at the appropriate time.
 - (iii) upon the answer to the question being circulated to Elected Members, both the question and the answer will be listed on the agenda for the next available ordinary meeting of the committee at which it was asked, where it will be listed for noting purposes only.

9. CLOSED PORTION OF THE MEETING

RECOMMENDATION

That the Committee resolve by majority that the meeting be closed to the public pursuant to regulation 15(1) of the *Local Government (Meeting Procedures) Regulations 2015* because the items included on the closed agenda contain the following matters:

- Confirm the minutes of the Closed portion of the meeting
- Questions without notice in the Closed portion

The following items are listed for discussion:-

- | | |
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| Item No. 1 | Minutes of the last meeting of the Closed Portion of the Committee Meeting |
| Item No. 2 | Consideration of supplementary items to the agenda |
| Item No. 3 | Indications of pecuniary and conflicts of interest |
| Item No. 4 | Questions Without Notice |