



CITY OF HOBART

SUPPORTING INFORMATION

THE HOBART WORKSHOP COMMITTEE MEETING

OPEN PORTION OF THE MEETING

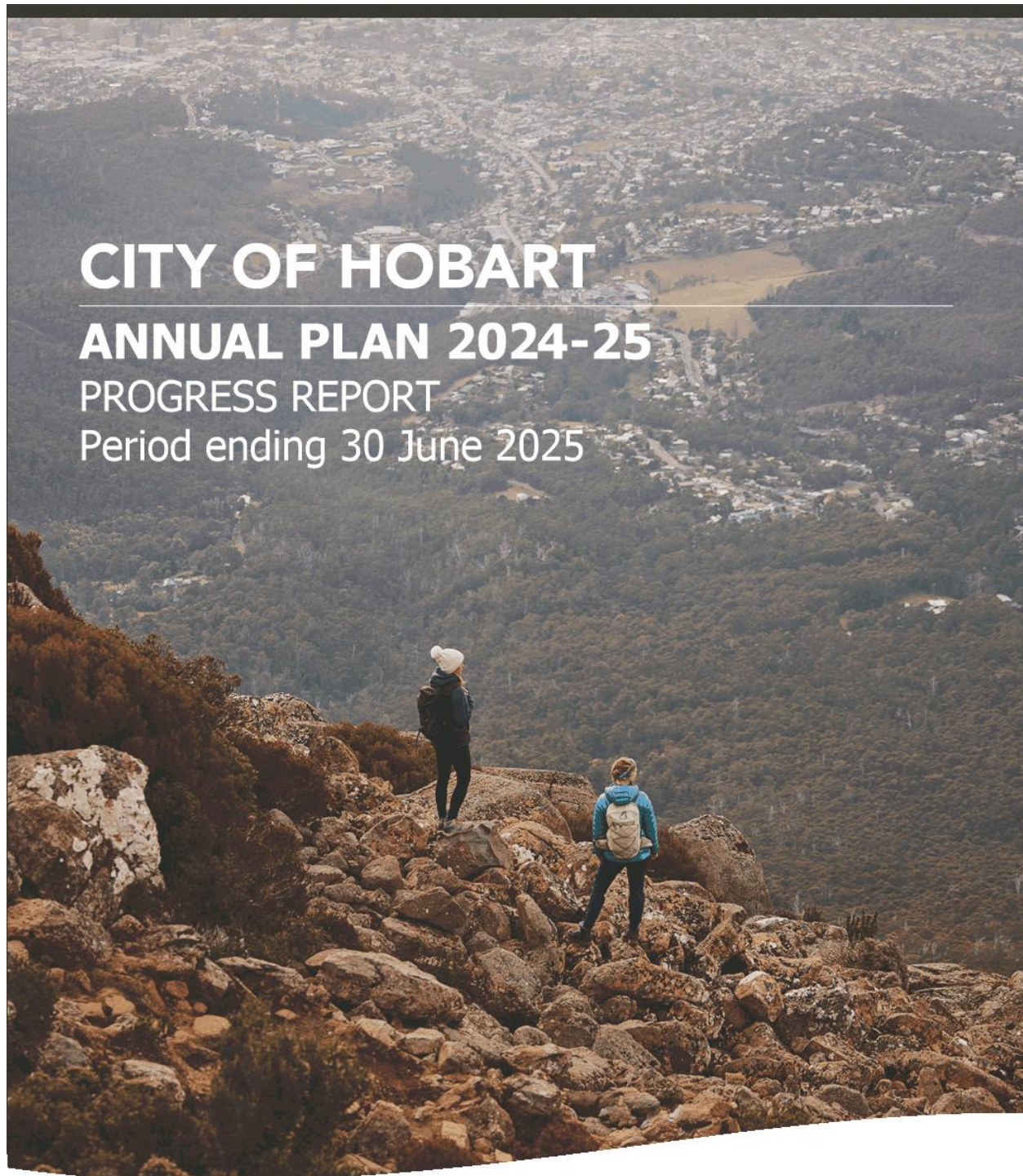
MONDAY, 21 JULY 2025

AT 4.00PM

VENUE: LADY OSBORNE ROOM

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Introduction

The City of Hobart 2024-25 Annual Plan set outs the major action and initiatives for the year that contribute to the achievement of the outcomes of the Strategic Plan.

Achievement of the outcomes and strategies in the strategic plan are guided by the pillars from the community vision:

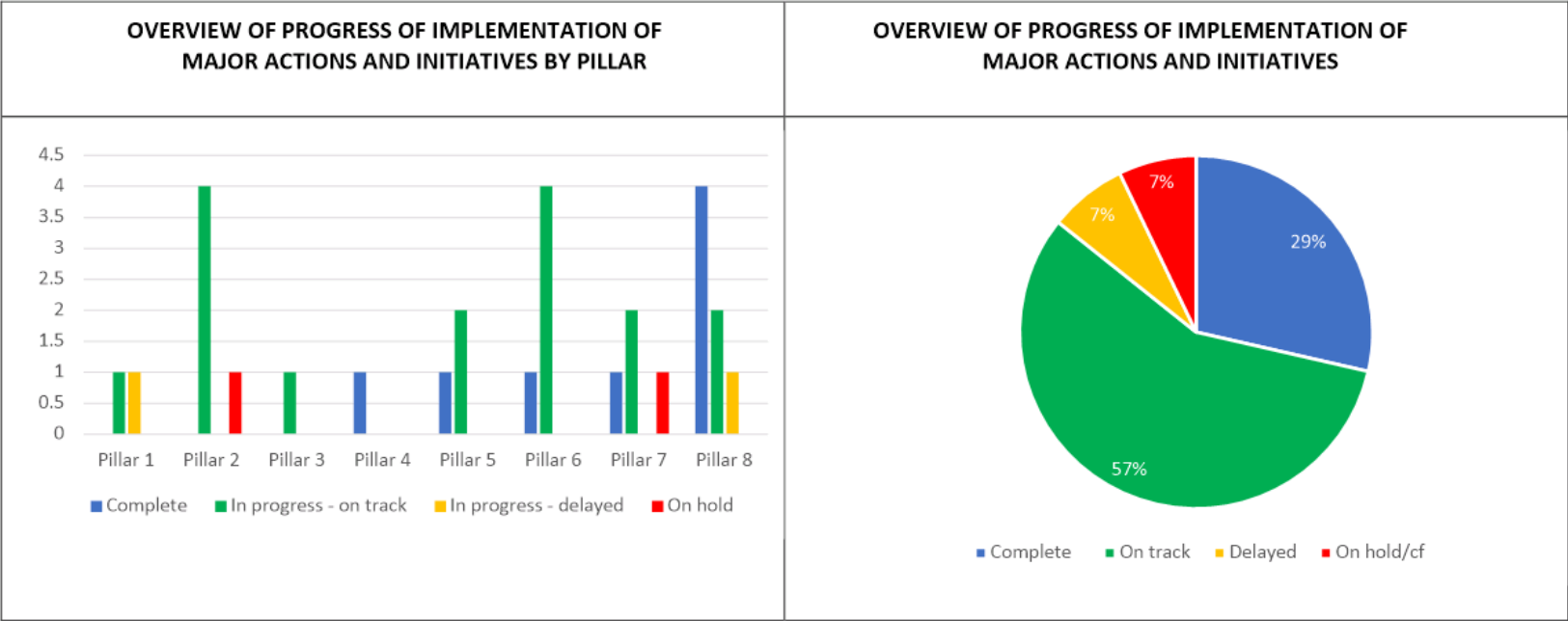
- Pillar 1: Sense of place
- Pillar 2: Community inclusion, participation and belonging
- Pillar 3: Creativity and culture
- Pillar 4: City economies
- Pillar 5: Movement and connectivity
- Pillar 6: Natural environment
- Pillar 7: Built environment
- Pillar 8: Governance and civic involvement

This report provides a snapshot of progress against the major actions and initiatives in the 2024-25 Annual Plan for the year.

ANNUAL PLAN FINAL REPORT YEAR ENDING 2024-25

Annual Plan 2024-25 final report | 30 June 2025

The 2024-25 Annual Plan has 28 major actions and initiatives listed. At the end of the 2024-25 financial year: **eight** actions have been completed, **sixteen** are in progress and on track, **two** are in progress but have been met with some delay and **two** on hold.



Terms used in this report to describe progress.

Term	Definition	Colour coding
Complete	The action has been fully completed or the actions for the year for a particular project/program have been completed.	
In Progress – on track	The action is continuing and is on schedule and may have been carried forward to the following year.	
In Progress - delayed	This action is continuing but is behind schedule and may have been carried forward to the following year.	
On hold	The action is on hold – could be for several reasons including change to priorities, factors outside of our control, resourcing etc..	
Carry forward	The action has not progressed during the year and is listed for action in the following year.	

PILLAR 1: SENSE OF PLACE

Community panel's vision statement

We are a city of unique beauty, environment, heritage and people, built on a shared sense of ownership, pride and wonder. This spirit of place has been shaped by Tasmanian Aboriginal people for tens of thousands of years and continues to be shaped by all who have called Hobart home. It is developed jointly by community, private enterprise and government, valuing and enhancing our Hobart identity.

Outcomes:

- 1.1 Hobart keeps a strong sense of place and identity, even as the city changes.
- 1.2 Hobart's cityscape reflects the heritage, culture and natural environment that make it special.

Strategic Ref	Actions and initiatives	30 June	Comment / update
1.2.2	Finalise the draft Elizabeth Street Vision Plan and action plan to guide the evolution of Elizabeth Street from the Waterfront to Burnett Street over the coming 15 years.	In Progress - delayed	<p>This project was paused so as not to clash with the consultation being undertaken on the Transforming Collins Street project, now that it is well underway the co-design workshops for this project will be scheduled for in the 4th quarter of 2025.</p> <p>A draft Elizabeth Street Business Survey has developed and will be tested with the City Economy Committee in July before undertaking the survey in August.</p> <p>This project is now back on track and will be progressed in the 2025-26 financial year.</p>
1.2.5	Finalise Urban Design Guidelines that will provide an innovative place-based guide outlining urban design principles and strategies which will apply	In Progress – on track	Public engagement on the Hobart Design Guidelines was finalised on Tuesday 17 June. The engagement had approximately 350 face to face

Strategic Ref	Actions and initiatives	30 June	Comment / update
	equally to the public realm and private development in the municipality.		<p>interactions, 188 survey responses and over 2000 views of the Your Say Hobart project page.</p> <p>The engagement report is currently being prepared, any relevant changes or improvements will be incorporated into the Guidelines. It is anticipated that the Guidelines will be submitted to Council for endorsement by the end of the calendar year.</p>

PILLAR 2: COMMUNITY INCLUSION, PARTICIPATION AND BELONGING

Community panel's vision statement

We are an island capital city that is socially inclusive and coherently connected, whose people are informed, safe, happy, healthy and resilient.

Outcomes:

- 2.1 Hobart is a place that recognises and celebrates Tasmanian Aboriginal people, history and culture, working together towards shared goals.
- 2.2 Hobart is a place where diversity is celebrated and everyone can belong, and where people have opportunities to learn about one another and participate in city life.
- 2.3 Hobart communities are active, have good health and wellbeing and are engaged in lifelong learning.
- 2.4 Hobart communities are safe and resilient, ensuring people can support one another and flourish in times of hardship.

Strategic Ref	Actions and initiatives	30 June	Comment / update
2.1.1	Develop and implement the updated Aboriginal Commitment and Action Plan.	In Progress – on track	The Country, Culture, People Action Plan was presented to elected members at the Hobart Workshop on 23 June 2025. The final Plan will go to the Council meeting on 28 July 2025 for endorsement.
2.2.1	Implement the findings of the outgoing grants and sponsorship review.	In Progress – on track	The new Funding Programs Policy is expected to be presented to Council in July 2025 for endorsement. Findings from the review are to be implemented by the end of 2025.

Strategic Ref	Actions and initiatives	30 June	Comment / update
2.3.2	Develop a Masterplan for the Tasmanian Hockey Centre which balances the future sporting needs of the site together with potential affordable housing options.	In Progress – on track	This action is ongoing and is included in the 2025-26 Annual Plan. Officers are exploring options for other housing sites before progressing this masterplan further.
2.3.3	Initiate, in collaboration with other regional Councils, the development of a Regional Sports Facility Plan that reflects the needs of the Greater Hobart community over the next 20 years.	In Progress – on track	The request for quote has been issued. City officers will participate in the evaluation once the submissions are received.
2.4.3	Update the Public Health Emergency Management Plan.	On hold	The Department of Health has advised they are reviewing the Tasmanian Public Health Emergency Management Plan. The review will include consultation with local government to inform the future of local Public Health Plans. This action is on hold pending the Department of Health review.

PILLAR 3: CREATIVITY AND CULTURE

Community panel's vision statement

We are a city connected, embracing our diverse communities in cultural expression and creative and artistic participation; a city that enhances our homes, lifestyles and heritage; a city that bravely puts its people first.

Outcomes:

- 3.1 Hobart is a creative and cultural capital where creativity is a way of life.
- 3.2 Creativity serves as a platform for raising awareness and promoting understanding of diverse cultures and issues.
- 3.3 Everyone in Hobart can participate in a diverse and thriving creative community.
- 3.4 Civic and heritage spaces support creativity, resulting in a vibrant public realm.

Strategic Ref	Actions and initiatives	30 June	Comment / update
3.4.1	Develop a Creative City Strategy that provides an integrated approach to creative activities including arts and culture, events, and usage of facilities and spaces.	In Progress – on track	<p>This action is ongoing and is included for finalisation and implementation in the 2025-26 Annual Plan.</p> <p>A consultant has been engaged to develop the strategy which will be completed by early 2026.</p>

PILLAR 4: CITY ECONOMIES

Community panel's vision statement

We are a city whose economies connect people, businesses, education and government to create a high-quality lifestyle in a thriving and diverse community. Our city is our workshop. We collaborate, embracing ideas, inventiveness and initiative.

Outcomes:

- 4.1 Hobart's economy reflects its unique environment, culture and identity.
- 4.2 Diverse connections give people opportunities to participate in the economic life of the city and help the economy, businesses and workers thrive.
- 4.3 Hobart is a place where entrepreneurs and businesses can grow and flourish.
- 4.4 Hobart's economy is strong, diverse and resilient.

Strategic Ref	Actions and initiatives	30 June	Comment / update
4.2.3	Undertake promotional campaigns and activations to drive visitation and spend with local businesses.	Complete	<p>The City has undertaken a number of campaigns and activations this period and in a major milestone the Hello Hobart Instagram channel reached 20,000 followers.</p> <p>Campaigns and activations this period have included:</p> <ul style="list-style-type: none"> • Assisting in the design, development and activation of the Collins Street Eats dining precinct. • Showcasing and profiling new and noteworthy small businesses and feature stories. • Curation of Easter shopping content to inspire local support.

Strategic Ref	Actions and initiatives	30 June	Comment / update
			<ul style="list-style-type: none"> • Delivery of targeted "shop local" initiatives, including themed gift guides for occasions such as Mother's Day, showcasing local retailers and food operators. • Collaboration with the Midtown business community to produce tailored content that supported visibility during a road closure period in June. • Support for the Destination Southern Tasmania's Paint the Town Red campaign by driving business sign-ups and promoting participating venues. • Curated articles to highlight events developed by Hobart's local businesses in alignment with Dark Mofo. • Publishing regular weekend guides featuring a diverse mix of daytime and night time events.

PILLAR 5: MOVEMENT AND CONNECTIVITY

Community panel's vision statement

We are a city where everyone has effective, safe, healthy and environmentally-friendly ways to move and connect, with people, information and goods, and to and through spaces and the natural environment. We are able to maintain a pace of life that allows us to fulfil our needs, such as work, study, business, socialising, recreation, accessing services, shopping, entertainment and spending time with loved ones.

Outcomes:

- 5.1 An accessible and connected city environment helps maintain Hobart's pace of life.
- 5.2 Hobart has effective and environmentally sustainable transport systems.
- 5.3 Technology serves Hobart communities and visitors and enhances quality of life.
- 5.4 Data informs decision-making.

Strategic Ref	Actions and initiatives	30 June	Comment / update
5.1.1	Endorsement and delivery of actions from the Transport Strategy and the Parking and Kerbside Management Plan.	Complete	Delivery of the key priority actions in the first twelve months has commenced with a report targeted to go to Council in August 2025 providing a progress update.
5.1.1	Engage with the community to develop Local Area Mobility Plans for West Hobart and Mount Nelson.	In Progress – on track	<p>The West Hobart Local Area Mobility Plan was approved by Council January 2025.</p> <p>A consultant has been engaged to assist with the Local Area Mobility Plan for Mount Nelson and preparation for stakeholder engagement is underway.</p> <p>This action is ongoing and is included in the 2025-26 Annual Plan.</p>

Strategic Ref	Actions and initiatives	30 June	Comment / update
5.1.3	Work with neighbouring Councils and the Tasmanian Government to develop the infrastructure that is needed to support the expansion of the ferry service.	In Progress – on track	<p>This action is ongoing and is included in the 2025-26 Annual Plan.</p> <p>Meetings of the working group are routinely occurring. The passenger ferry terminal location has been finalised at Wilkinsons Point and arrangements for the lodgement of the development application with the Glenorchy City Council are being progressed. The identification of a location at Lindisfarne is confirmed with planning being progressed for the shore-based infrastructure required to access the new terminal. A preferred site at Sandy Bay has been identified and a comprehensive community engagement process undertaken. Investigations are underway to identify the modifications required to support safe traffic and pedestrian access to the site. A planning consultant has been appointed for all three locations.</p>

PILLAR 6: NATURAL ENVIRONMENT

Community panel's vision statement

We are a city whose people see ourselves as part of a beautiful and unique natural environment, from the mountain to the river, which embrace us and shape our identity. We are proud custodians and advocates, ensuring resources are appreciated rather than wasted, supporting biodiverse ecosystems in honour of past, current and future generations.

Outcomes:

- 6.1 The natural environment is part of the city and biodiversity is preserved, secure and flourishing.
- 6.2 Education, participation, leadership and partnerships all contribute to Hobart's strong environmental performance and healthy ecosystems.
- 6.3 Hobart is a city supported by ecologically sustainable waste and water systems.
- 6.4 Hobart is a leader on climate change moving toward a zero emissions and climate-resilient city.
- 6.5 Hobart's bushland, parks and reserves are places for sport, recreation and play.

Strategic Ref	Actions and initiatives	30 June	Comment / update
6.1.2	Finalise the Open Space Strategy.	In Progress – on track	Development of the strategy is now in the final stages, and it is expected that the draft will be the subject of a Council workshop in July 2025.
6.1.2	Work with all relevant stakeholders including the Wellington Park Management Trust and State Government to review the governance and masterplanning for Kunanyi / Mount Wellington and develop an agreed future direction and sustainable funding model.	In Progress – on track	The CEO has participated in the Reference Group for this project throughout the year and provided input and feedback on behalf of the Council in a timely manner. A vision for the Mountain and Wellington Park has been developed following an extensive public engagement process. The project is currently considering Governance recommendations which will be released in late 2025.

Strategic Ref	Actions and initiatives	30 June	Comment / update
			The City delivered an open day for the Halls Saddle site in April 2025 to highlight the importance and potential of the site for the future operation of the Mountain and Park.
6.3.1	Develop a plan for the closure, rehabilitation & repurposing of the McRobies Waste Management Centre and the ongoing implementation of the zero waste to landfill goal.	In Progress – on track	<p>This action is ongoing and is included in the 2025-26 Annual Plan.</p> <p>A draft McRobies Waste Management Centre Concept Site Design is underway.</p> <p>The Waste Management Strategy was approved by Council at the June 2025 meeting.</p> <p>The Bloomberg Harvard Innovation Track to enhance organic waste diversion from residential waste is currently underway.</p>
6.4.1	Endorsement and delivery of actions from the Climate Action Plan.	Complete	<p>The 2040 Climate Ready Strategy is now at activation stage across the organisation, including the development of five-year action plans.</p> <p>The City was awarded the Stakeholder Engagement award from the Planning Institute of Australia (PIA) for the Hobart Climate Assembly project.</p> <p>A progress update was presented to the Hobart Workshop in April 2025, the next progress update will be provided in September 2025.</p>

Strategic Ref	Actions and initiatives	30 June	Comment / update
6.5.1	Finalise review of Dog Management Strategy.	In Progress – on track	The draft Dog Management Policy was presented to the Hobart Workshop on 19 May 2025. Following input the updated policy will be presented to Council in July 2025 for endorsement to advertise the draft policy and proposed declared areas in accordance with the Dog Control Act 2000.

PILLAR 7: BUILT ENVIRONMENT

Community panel's vision statement

We are a city that maintains our unique built and ecological character, where we all have a safe, secure and healthy place to live. We are a city where people and communities can access world-class services and infrastructure and provide for their social, cultural and economic wellbeing. We embrace change but not at the expense of our Hobart identity and character.

Outcomes:

- 7.1 Hobart has a diverse supply of housing and affordable homes.
- 7.2 Development enhances Hobart's unique identity, human scale and built heritage.
- 7.3 Infrastructure and services are planned, managed and maintained to provide for community wellbeing.
- 7.4 Community involvement and an understanding of future needs help guide changes to Hobart's built environment.

Strategic Ref	Actions and initiatives	30 June	Comment / update
7.1.1	Implement homelessness actions under the Hobart: City for All Action Plan and progress housing initiatives outlined within the Central Hobart Plan including working with key stakeholders to prepare a development ready Masterplan for the Innovation Precinct.	In Progress – on track	<p>The Hobart Housing Strategy is progressing and will be finalised in the next financial year.</p> <p>The Development Ready Innovation Precinct Masterplan is a priority action in the Central Hobart Plan Implementation Program. The City will collaborate with landowners, developers, state government and anchor institutions in the development of the plan.</p> <p>A range of homelessness actions were implemented during this period including: undertaking a recruitment activity for the Housing with Dignity Reference Group; facilitating the Greater Hobart Homelessness Alliance including presentations by interstate speakers; engagement</p>

Strategic Ref	Actions and initiatives	30 June	Comment / update
			with the Southern Homelessness and Housing Services to determine funding priorities; and funding of Homelessness Backpacks and Metro Cards.
7.4.4	Finalise the North Hobart Neighbourhood Plan.	Complete	The North Hobart Neighbourhood Plan was approved by Council at May 2025 meeting. An action to develop an implementation plan for delivery is included in the 2025-26 Annual Plan.
7.4.4	Continue to develop the Mount Nelson & Sandy Bay Neighbourhood Plan.	In Progress – on track	<p>This action is ongoing and is included in the 2025-26 Annual Plan.</p> <p>The options paper is in the process of being drafted, at this stage it is planned that an update will be provided to Council at the September meeting. Legislation for the UTAS Sandy Bay Campus has not progressed through the Legislative Council due to the State Election.</p>
7.4.4	Continue development of the Inner Northeast Neighbourhood Plan and contribute to the applicable planning processes concerning the development of the proposed stadium and surrounds at Macquarie Point Precinct.	On hold	<p>Development of this Plan is on hold pending more information on the proposed stadium. The City will continue its active engagement with the Proponent and relevant stakeholders to ensure the City is adequately represented throughout these processes.</p> <p>Hearings for the POSS Process commenced on Wednesday 25 June and will run until 11 July 2025.</p>

Strategic Ref	Actions and initiatives	30 June	Comment / update
			The State's draft enabling legislation bill is expected to be brought back to Parliament after the State Election.

PILLAR 8: GOVERNANCE AND CIVIC INVOLVEMENT

Community panel's vision statement

We are a city of ethics and integrity. We govern with transparency and accountability, encouraging and welcoming active civic involvement. We collaborate for the collective good, working together to create a successful Hobart.

Outcomes:

- 8.1 Hobart is a city that is well governed that recognises the community as an active partner that informs decisions.
- 8.2 Hobart is a city that delivers public value and excellence by being a financially responsible, high performing and accountable organisation that it responsive to the needs of the community.

Strategic Ref	Actions and initiatives	30 June	Comment / update
8.1.2	Further to the local Government reform process, explore opportunities to enhance cooperation and collaboration with the Glenorchy City Council.	Complete	The CEO's from both Councils have continued to meet to progress identified priority opportunities for resource sharing between the organisations. Throughout this year a focus has been on waste management services, which will continue into 2025-26.
8.1.2	Lead regional collaboration through the Greater Hobart Strategic Partnership activities including the Hobart City Deal and Greater Hobart Committee and other bodies.	Complete	The City continues to play a leadership role in driving collaboration with the Greater Hobart councils on various projects and engagement with the state and federal government. This work is occurring through existing forums such as the Greater Hobart Mayors Forum, Greater Hobart Committee and Hobart City Deal, in addition to tailored project-based forums.

Strategic Ref	Actions and initiatives	30 June	Comment / update
8.1.2	Identify priority projects and prepare a comprehensive advocacy strategy for the City for the next Federal Election.	Complete	The City actively advocated for funding towards its endorsed advocacy priorities during the 2025 Federal election.
8.2.1	Review the long-term Strategic Asset Management Plan and develop and implement Asset Management Policies, Strategies and Plans that fully integrate and are aligned with the City's strategic objectives, finances, and direction.	In Progress – on track	<p>This action is ongoing and is included in the 2025-26 Annual Plan.</p> <p>The Asset Management Working Group has been formed. A restructure of Asset Accounting which will see staff move the to City Assets Team is underway.</p> <p>A KPMG Audit of Strategic Asset Management Plan is underway as are stormwater revaluations.</p>
8.2.1	Consider options for the future of the Hobart Council Centre, Town Hall Annex and Civic Square Site.	In Progress – on track	<p>This action is ongoing.</p> <p>The first stage of this multi-year project is to investigate options for the future of the Town Hall Annex site and Council Centre. This work is largely complete for the Annex site and is currently underway for the Council Centre. It is expected that towards the end of 2025 a proposal for both sites will be finalised and an engagement process will be carried out. Following this work will progress on the Civic Square site.</p>
8.2.4	Commence a review of our customer service approach to ensure customers are offered a contemporary and satisfactory customer experience.	In Progress – delayed	The review of customer service is ongoing with milestones reached on mapping the customer journey, assessment and improvement of the IT

Strategic Ref	Actions and initiatives	30 June	Comment / update
			<p>systems and tools, customer feedback collection and complaint processes.</p> <p>The review will continue through 2025 to explore face to face customer experience, technological improvements and analysis methods for customer feedback and resolution metrics.</p>
8.2.6	Enhance Sustainable, Responsible and Social Procurement through the development of the procurement policy framework.	Complete	The Council approved a new Modern Slavery in Supply Chains Prevention Policy, which has been integrated into tendering and procurement processes. This was a precursor to the broader sustainable, responsible and social procurement policy for the City, which has been drafted. It is currently being incorporated into the City's procurement framework for further consideration.



HOBART: A CITY FOR ALL

Community Inclusion and Equity Framework



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Image Credits: Alastair Bett, Jillian Mundy, Amy Brown, Matthew Qin and Graziano DiMartino.

ACKNOWLEDGMENT

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

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

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

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



SOCIAL INCLUSION POLICY STATEMENT

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

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

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

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

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



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

THE CITY OF HOBART MISSION:

Working together to make Hobart a better place for the community

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

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

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

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

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



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

RECONCILIATION We walk together with Aboriginal people toward shared goals.



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

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



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

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



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

RESILIENCE Everyone supports each other and is prepared for crises.





OUR ORGANISATION

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

HOBART: A COMMUNITY VISION FOR OUR ISLAND CAPITAL

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

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

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

CAPITAL CITY STRATEGIC PLAN 2019–29

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

SOCIAL INCLUSION POLICY

The Social Inclusion Policy was first adopted by the Council on 12 October 2020. It provides formal guidance for the organisation in supporting social inclusion and reducing the risk of discrimination and exclusion. The policy outlines the City's legal and social responsibilities and informs this framework through the policy statement (page 5) and guiding principles (page 16).

THE FRAMEWORK

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

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

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

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

DELIVERING ON THE FRAMEWORK:

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

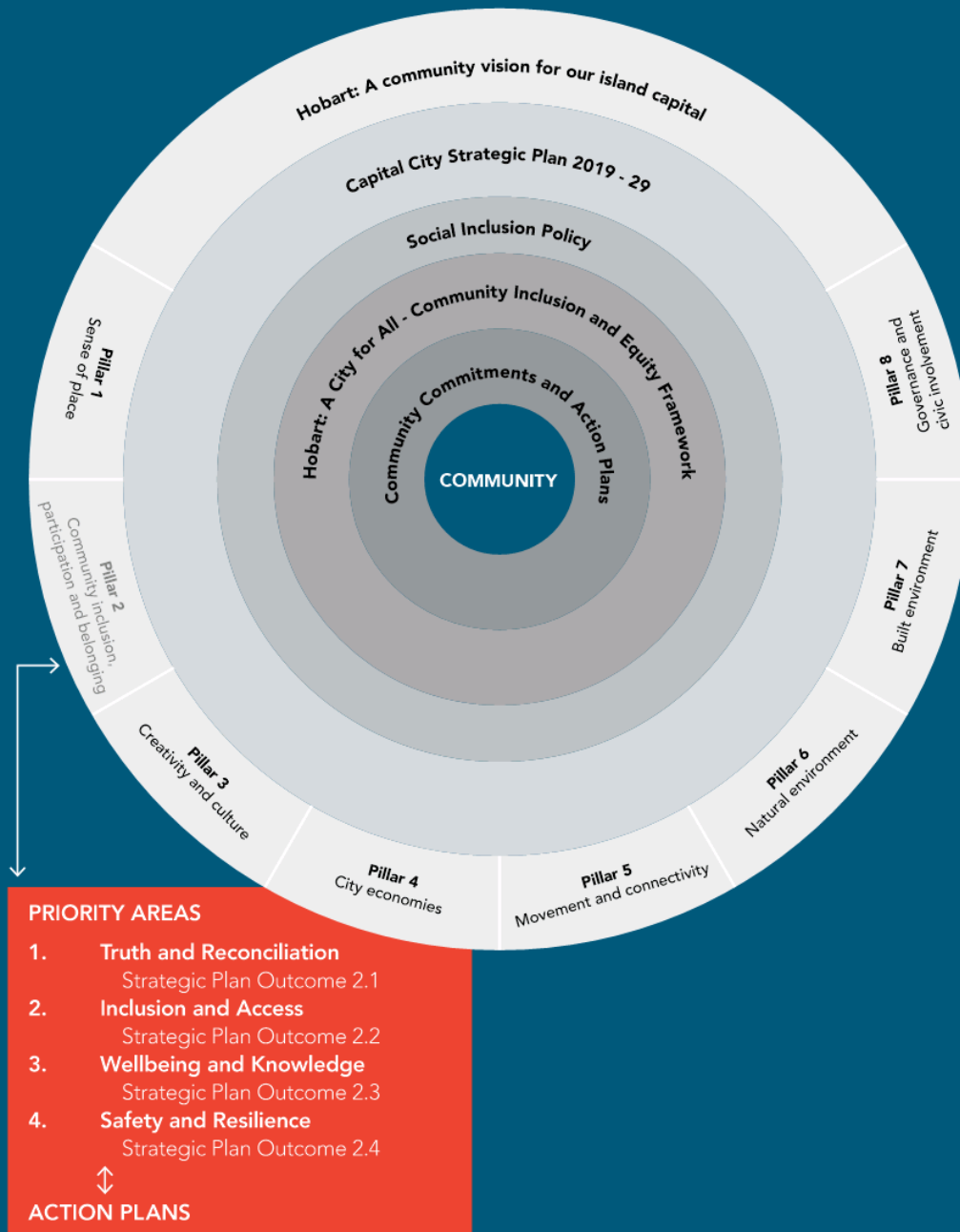
At the City of Hobart, creating an equitable and inclusive community is a core part of our work. We deliver on these priorities through a variety of projects, initiatives and partnerships. This work is outlined in a range of strategies and plans across the organisation, for example:

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

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

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

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



COMMUNITY INPUT

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

COMMUNITY SECTOR REFERENCE GROUP

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

COMMUNITY NETWORK AND ADVISORY GROUPS

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

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

CITY OF HOBART STAFF

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

ELECTED MEMBERS

- Workshop
- Individual meetings

BROAD COMMUNITY ENGAGEMENT

- Online survey through Your Say Hobart
- Social media engagement



GUIDING PRINCIPLES

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

DIVERSITY AND INCLUSION

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

SOCIAL JUSTICE

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

CAPACITY BUILDING

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

HOLISTIC APPROACH

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

EQUAL ACCESS

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

CARE AND RESILIENCE

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

COMMUNITY SAFETY

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

PROACTIVE, RESPONSIVE ENGAGEMENT

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

PARTNERSHIP AND COLLABORATION

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



THE CITY'S ROLE IN CREATING A CITY FOR ALL

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

ACTIVITIES, TOOLS AND METHODS

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

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

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

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

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

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

FACILITY MANAGEMENT: We own and manage a wide range of community facilities and venues that support people to gather, recreate, exercise and learn. We work with our community to maximise usage of these facilities to support community wellbeing. Many facilities are managed by community volunteers and our role is to provide support and build capacity. In other instances, such as with the Doone Kennedy Hobart Aquatic Centre, Mathers House, Criterion

House and the Youth Arts and Recreation Centre, we directly manage the facility with dedicated staff and tailored programming. We conduct regular audits to improve the accessibility of these facilities and work to ensure that they are welcoming spaces for all.

NETWORKING AND COLLABORATION:

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

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

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

BUILDING RESILIENCE: We understand the potential for an emergency or crisis in Hobart. We work closely with emergency services, Tasmanian and Australian Governments and other councils to be as prepared as possible. Our preparations include fuel reduction burns,

stormwater engineering, long-term land management plans and pandemic. Our staff are well trained to deal with emergency events when they occur, supporting our community during and after impact. We work with our communities to build their capacity to bounce back after crises and support community recovery.

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

ENHANCING COMMUNITY SAFETY:

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

RESOURCING COMMUNITY INITIATIVES:

We support our community to deliver initiatives, projects and events through the provision of advice, financial resources, venues and logistics support. We often work in partnership for the delivery of strategic initiatives with our community grant program delivering diverse, innovative and community led solutions.



PRIORITY AREA 1 – 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.

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

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

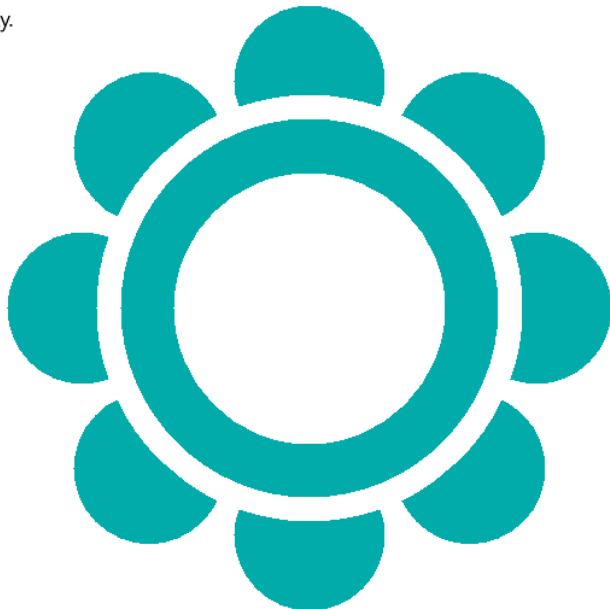
We believe that this is our shared history as Tasmanians and we have a responsibility to learn and share it with all who live, work or visit our city.

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

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

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

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



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

- 2.1.1 Demonstrate leadership in Aboriginal social justice in partnership with Aboriginal people.
- 2.1.2 Highlight Tasmanian Aboriginal history and culture, including acknowledgement of the darkness of our shared experience, through interpretation, naming, arts and events.
- 2.1.3 Engage with Aboriginal people on how they want the City to work with them.





PRIORITY AREA 2 – PARTICIPATION AND ACCESS

STRATEGIC PLAN OUTCOME 2.2

Hobart is a place where diversity is celebrated and everyone can belong, and where people have opportunities to learn about one another and participate in city life.

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

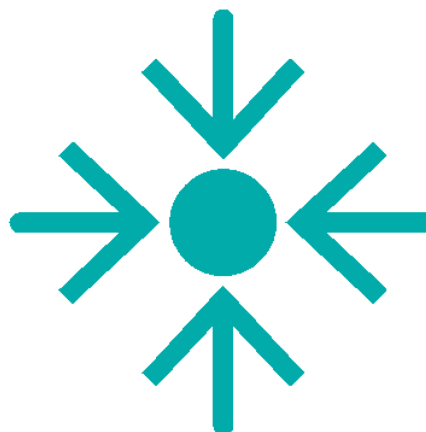
We believe that everyone has the right to participate fully in Hobart life. Regardless of background, gender, identity or life situation, our community should provide opportunities to connect, share and express one's identity. We should all be able to thrive in Hobart and have the chance to belong.

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

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

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

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



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

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





PRIORITY AREA 3 – WELLBEING AND KNOWLEDGE

STRATEGIC PLAN OUTCOME 2.3

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

The conditions in which we are born, grow, live, learn, work and play all have an impact on our health and wellbeing. In Hobart, population trends are affecting the kinds of support people need. Hobart has an increasing older population, as well as an increasing prevalence of disability. Lifestyle factors such as physical activity levels and nutrition have major impacts on health and quality of life. Rates of mental illness are growing in our community, with increasingly complex presentations. We recognise the impacts of gambling, tobacco, alcohol and other drugs on individual and community wellbeing.

As a destination city, it is important for us to balance the provision of vibrant opportunities to connect and celebrate, whilst helping our community make healthy choices and reduce potential harm to themselves and others.

Wellbeing is not just about healthcare, but about access to education, housing, transport, food, recreation and more. We also need health 'literacy' to understand how to look after our health and engage with the services we need. Service integration and coordination, along with a community that actively looks out for each other, are vital to preventing our community's most vulnerable people from 'falling through the cracks'.

We believe in creating social and physical environments that support everyone to have a healthy life. We believe everyone should be able to access appropriate, timely and affordable services.

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

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

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

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



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

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





PRIORITY AREA 4 – SAFETY AND RESILIENCE

STRATEGIC PLAN OUTCOME 2.4

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

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

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

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

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

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

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

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



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

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





GOVERNANCE AND ACCOUNTABILITY

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

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

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

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



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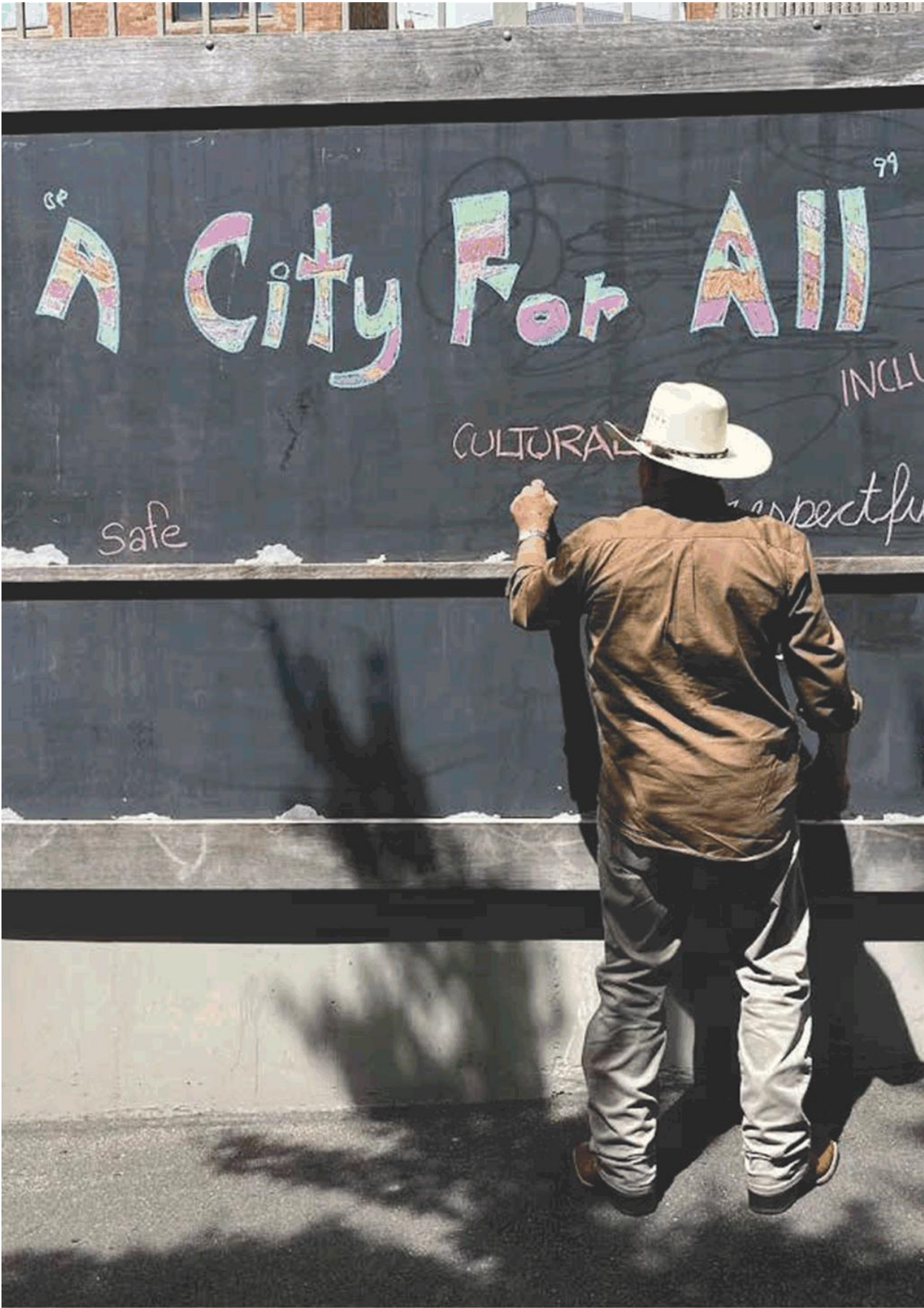


HOBART: A CITY FOR ALL

Implementation Framework 2025–28



City of HOBART



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INTRODUCTION

The actions detailed in the following pages are arranged by community program areas. These program areas help us to focus our resources and guides our work with different members of the community to achieve their goals and address their concerns.

As well as helping to identify resources for specific areas of the community, this also allows community members, relevant organisations, and all levels of government to easily identify where the Council allocates community resources.

The reality is that our community is diverse. Each of us can identify with more than one aspect of our life, whether that is our age, culture, gender, housing situation or our skills and abilities.

With that in mind some actions have been listed separately. This is because they have the potential to impact many different community members, they lend themselves to greater collaboration or because they currently don't align directly with one specific program area. These actions include the significant work that our teams undertake in the areas of disaster resilience and social recovery.

Some of the actions listed on the following pages have been carried forward or evolved from previous commitments and strategies. Most of these strategies and commitments have guided our work for several years, and some are relatively new. Some actions therefore have been delivered by the Council on an ongoing basis for some time, and some are new and have emerged from recently identified community aspirations and priorities.

All the following actions have been refined and developed in collaboration and discussion with people with a lived experience, with community organisations that work with specific areas of the community and with other local government staff.

It is intended that by including all the actions for each of the program areas under the *Hobart: City for All – Community Inclusion and Equity Framework* there will be a stronger sense of how they all contribute to addressing the full range of community priorities.

Accessibility options

If you need this document in an alternative format, such as an easy read version or summary, please contact council on 03 62 382100 or email the Accessibility Coordinator on coh@hobartcity.com.au

You can also contact the National Relay Service to communicate with the City of Hobart for further information:

Voice 1800 555 660 (free from landlines)

TTY 1800 555 630 (free)

Fax 1800 555 690 (free)

SMS 0416 001 350.

THE CITY'S ROLE

The City of Hobart takes on several different roles when working with and for our community.

There are times when we can directly deliver opportunities and programs, provide facilities, and run events. There are also times when we work with other agencies or levels of government and support them to achieve outcomes. Often the Council's role is to gather ideas, information and resources and communicate this more broadly, to raise community awareness and capacity.

There are also times when the Council does not have the necessary resources or the responsibility to directly act on a particular issue, in which case we advocate with and on behalf of our community to other agencies or levels of government.



Many of the City's actions and responses do not sit in one single area of the organisation.

Regardless of which role Council takes on to achieve a community goal or address a particular issue, our focus is to bring about positive change by supporting the community to identify, discuss and address local, regional, and national issues relevant to them.

Advocate

The City will work closely with the community, relevant sectors, and all levels of government to advocate for action and positive change.

Collaborate

The City will collaborate internally, to engage multiple areas of council to work together on shared actions.

Communicate

The City will identify, collect, analyse, and share relevant information and resources, with and for the community, relevant sectors, and all levels of government.

Connect

The City will create, maintain, and strengthen relationships by connecting community members, relevant sectors, and all levels of government in order to meet the community's aspiration and need.

Deliver

The City will deliver, facilitate, collaborate, and lead opportunities that help our community to celebrate success, achieve the goals and address issues that are important to them.



THE PRIORITY AREAS

To truly become a city for all, the City must work towards inclusion and equity for all who live, work or play in Hobart. It recognises systemic exclusion, discrimination and inequity and understands that this demands systemic and structural solutions.

It is a complex task to build a city for all. Everyone has a role to play. Local government is the level of government with the closest and most direct connection with the community. The City is a caretaker of the environments in which people live, work and recreate and, as such, it has a responsibility to ensure that these environments benefit the whole community.

In direct response to all that was heard from our community when developing the Hobart: City for All – Community Inclusion and Equity Framework, the following priority areas are seen as vital to working towards a city for all. Each of the actions in the following pages sits under one or more of the following priority areas, all of which align with the implementation of the City's strategic documents.



TRUTH AND RECONCILIATION

We acknowledge the truth of our history in this place.
We walk together with Aboriginal people toward shared goals.



ACCESS AND PARTICIPATION

Everyone feels welcome, valued, and heard and has opportunities to participate. Everyone can get where they want to go with ease and can access the information they need.



KNOWLEDGE AND WELLBEING

Spaces, services, and communities support physical and mental wellbeing. Everyone has opportunities to engage in learning and has the capacity and skills to influence change.



RESILIENCE AND SAFETY

Everyone feels safe and secure and can meet their basic needs.
Everyone supports each other and is prepared for crises.

COMMUNITY PROGRAMS GROUP ACTIONS

The following actions are listed here as they either involve opportunities that sit across several Community Program areas, or they sit outside the individual Action Plans. Some of these areas of responsibility include: the management of community halls and facilities; social recovery following disaster (including establishment of evacuation centres); building community resilience to disasters; and volunteer support and management.

It is noted also that the City's commitment to the Tasmanian Aboriginal Community does not have an Action Plan that sits within this document. The City has developed the *Country, Culture, People 2025–28, Building Cultural Safety within the City of Hobart with Aboriginal People* that will sit alongside this document.

Action	Measure	Timeframe
Deliver the <i>Hobart Respects All</i> campaign with community partners to celebrate diversity, increase inclusion and promote respect.	Number of promotions undertaken. Number of activities delivered/ participated in. Human rights week event delivered in December each year.	ANNUALLY
Deliver an annual <i>City of Hobart Volunteer Recognition</i> event to celebrate the contribution of volunteers to City of Hobart programs.	Volunteer event delivered in December each year.	ANNUALLY
Deliver Resilient Hobart Program to support greater Hobart community members to be more resilient and prepared for emergencies.	Number of suburban areas engaged with annually. Number of community forums and street meetings each year. Number of residents engaged with.	ONGOING
Facilitate Community Hall use to ensure that these facilities are managed appropriately and maximise community benefit.	Number of community custodians engaged with. Number of annual usage reports received.	ONGOING
Deliver the Children's Mayor program, to increase young people's engagement with the civic life of the city.	Number of schools involved in the program and manifestos received. Number of opportunities provided to Children's Mayor.	ANNUALLY
Develop and maintain processes and procedures for the operation of the City's designated evacuation centres.	Number of procedures reviewed and exercised undertaken.	ONGOING

Action	Measure	Timeframe
Work with other areas of the organisation to advocate for upgrades that improve accessibility and useability of City facilities.	Number of cross organisational projects/working group meetings attended.	QUARTERLY
Maintain and coordinate the City's Social Recovery responsibilities as details in the Community Recovery Plan including participating on regional recovery networks.	Number of Southern Regional Social Recovery Committee meetings and working group meetings attended.	QUARTERLY
Manage and maintain the Emergency Response Team (ERTs) including the coordination of induction sessions and relevant training opportunities.	Annual call out for new ERTs delivered. Number of inductions, training sessions provided to ERTs.	ONGOING
Manage and maintain the Emergency Response Team (ERTs) including the coordination of induction sessions and relevant training opportunities.	Annual call out for new ERTs delivered. Number of inductions, training sessions provided to ERTs.	ONGOING
Work with all areas of Council to deliver the actions within the Country, Culture, People 2025-28.	Number of actions delivered from Country, Culture, People 2025-28.	ONGOING
Advocate for the development of an Extreme Weather Protocol through the working group that includes representatives such as UTAS, SES, DPAC, DOH, LGAT and community organisations.	Number of advocacy actions undertaken.	ONGOING

REVIEW AND REPORTING

We are committed to being transparent and accountable in the delivery of the City for All Action Plan. We look to our community to guide us and provide feedback to strengthen our approach and delivery over time. To support this, we have mechanisms to guide the delivery and review of this document and to measure the effectiveness of the Action Plan.

Progress against the City for All Action Plan will be reviewed regularly by our reference and advisory groups with input from across the organisation. The commitment will be updated every three years, to respond to community input and ensure currency, with an annual report provided to community throughout this period.

EQUAL ACCESS PROGRAM – WHAT WE HEARD



By improving access to facilities, services, programs, activities, events, and information we limit social barriers that exclude people from full participation in community life. Through the development of this Action Plan, we consulted with people with disability as identifiers of community need and aspirations, as well as participators in the responses and solutions. It is important to recognise that all people, regardless of age or disability, come from different backgrounds, have different abilities, interests, life and work experiences, and different opinions and stories to share.



We heard from a range of people with disability and community networks who want to work with the City to ensure that we continue to apply an equal access lens to everything we do across council areas. It was identified that for the City to work towards a fair and inclusive community it requires shared values, attitude, behaviour and practices which uphold the principles of access and inclusion. The consultation group identified the importance of shared learnings and the role that the City plays in celebrating and sharing the success of inclusive actions to bring about meaningful change.

Providing equal access enhances everyone's participation in community life, regardless of their age or support needs. People with disability, have the same fundamental rights as all members of the community.

There was a strong collective preference in favour of retaining focus areas from the previous Equal Access Commitment (2021-23).

The following issues were identified as still being important to people with disability within Hobart:

- Supporting opportunities for community participation and social inclusion
- Supporting access to buildings, streetscapes and parks
- Supporting accessible parking and reliable transport options
- Supporting access to information
- Increasing community awareness of access and disability issues and taking action

There were also several key projects identified through the consultation process that the group requested to be carried over from the Equal Access Commitment (2021-23) into the new Action Plan.

WORKING IN PARTNERSHIP

The Equal Access Action Plan has been developed in response to aspirations of our community, and targeted engagement, consultation, and research. This resulted in the development of detailed actions that assist the City in building an equitable and inclusive community.

The City uses 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.

ACCESS ADVISORY COMMITTEE

(AAC) The role of the Hobart Access Advisory Committee is to provide advice and assistance to the City of Hobart on matters related to access in particular the implementation of the City of Hobart's Community Inclusion and Equity Framework and the Equal Access Action Plan. The committee play a vital role in setting priorities each year for works to improve access in parks and streetscapes; recommends solutions to access issues across relevant council projects, events, new council works or upgrades to council facilities or services; and identifies,

supports and helps deliver equal access initiatives that focus on access and inclusion.

The Advisory Committee comprises of representatives of disability organisations, City of Hobart employees, Elected Members and community members who have an interest in access issues in Hobart. The group consists of a diverse range of representatives with a wide range of life and professional experience. The AAC provides the City with an ongoing consultative group that guides, questions, and suggests ways of addressing issues for people with disability.

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

Engagement was undertaken with a range of community members and agencies. Key groups included community groups, advocacy organisations and peak bodies, government agencies, City of Hobart employees and the Access Advisory Committee and what we heard during the consultation process is reflected in this document.

The review process included a community forum held at Town Hall and a separate



online forum, focusing on the Hobart Access Advisory Committee and community agencies. Survey questions were emailed to the Hobart's Access Advisory Committee and an internal forum was held at Town Hall targeting roles within the City of Hobart who are strategically aligned with the Equal Access Action Plan. Both the internal and external community engagement sessions offered the opportunity for participants to discuss the short, medium and long-term actions.

with consideration given to roles, resources and opportunities for collaboration.

During the review process, the context for discussions included the current level of resourcing, current financial constraints, the activities currently being undertaken by the City of Hobart and the City's social inclusion role. The City will deliver on these priorities through a variety of projects, initiatives and partnerships outlined in the actions on the following pages.

EQUAL ACCESS ACTION PLAN

Action	Measure	Timeframe
Maintain the Hobart Access Advisory Committee (HAAC) to ensure ongoing consultation – Quarterly meetings and subcommittees held to discuss access issues, updates, project planning and delivery.	Number of meetings per year, type of meeting, number and diversity of AAC members.	ONGOING
Celebrate and promote <i>International Day of People with Disability</i> and other relevant events on the Equal Access calendar.	Number of IDPWD events held or supported.	ANNUALLY
Host a collaborative community celebration of all-ability artists through the Biennial Ability to Create exhibition.	Number of workshops held and artists involved/ Number of attendees at the exhibition.	JULY 2025
Monitor City of Hobart developments (including parks, playgrounds, bushlands, streetscapes, facilities, toilets and buildings) and upgrades at design stage, via the Hobart Access Advisory Committee.	Number of projects consulted on by the committee.	QUARTERLY
Improve accessibility and inclusion at City of Hobart funded events, using the Inclusive Accessible Event Guide.	Number of events supported by the City with accessible features.	ANNUALLY
Work with community sports providers and clubs to continue to support accessible and inclusive recreation programs, playgrounds and initiatives held in City of Hobart facilities.	Number of accessible sports programs or clubs supported through programs, grants and upgrades.	ANNUALLY
Work with local businesses, and tourism operators to develop a guide to improve access to local businesses, shop fronts and information.	Number of businesses reached through education campaign.	JUNE 2026
Work with <i>Elafent</i> to share the updated online Mobility Map to improve access within Hobart for everyone.	Number of people who attended the launch. Number of visits to the website to use or print the map.	AUGUST 2025 ANNUALLY
Improve community awareness of equal access issues, events, information, resources through regular access e-news.	Number of Access E news sent.	ANNUALLY

Action	Measure	Timeframe
Update the equal access website and brochure.	Number of website visits to access page and number of brochures distributed.	ANNUALLY
Continue to involve the AAC in advocating for the implementation of the draft Outdoor Dining Guidelines with a particular focus on improved compliance.	Number of consultations with AAC.	ONGOING
Work with members of the Hobart Access Advisory Committee to continue to advocate for a diversity and inclusion plan for the City of Hobart to improve employment and volunteer opportunities.	Number of gaps and barriers to inclusion within the City identified.	ONGOING
Provide regular access updates and education to City of Hobart employees.	Number of education sessions held, and updates provided to employees.	ANNUALLY
Work closely with Metro to advocate for accessible bus stops and bus shelters, and improved accessibility of bus timetables and information.	Advocacy undertaken in collaboration with Metro on accessible transport options and future planning.	ANNUALLY
Advocate for improving website accessibility, accessible documents, communication and engagement within the City of Hobart.	Advocacy undertaken to improve website accessibility in collaboration with CoH Comms and Marketing.	QUARTERLY
Support the AAC to deliver an education campaign around the importance of access on footpaths with a focus on bin placement, A-Frames signage, Outdoor Dining furniture and E-scooters.	Number of awareness raising, and community education campaigns delivered.	ONGOING
Work with the Hobart Access Advisory Committee to educate community about invisible/hidden disability.	Number of awareness raising, and community education campaigns delivered.	ONGOING

POSITIVE AGEING PROGRAM – WHAT WE HEARD



Every moment, each and every one of us is ageing. How well we navigate that process is influenced by our economic, cultural, family, health, and social circumstances.

The ageing process brings with it opportunities as well as limitations throughout our lifetime. As we get towards the end of this process, opportunities can include greater understanding and wisdom, a diversity of skills and life experience, as well as social connections, recreational interests and learning opportunities.

Some of the limitations that may come with ageing can be a loss of career or income, or a loss of social connection, decreased physical or mental capacity as well as a loss of friends and family. While very real for each of us, many of these opportunities and limitations are socially influenced, and can be increased or decreased depending on the context within which we find ourselves.

With this in mind the Positive Ageing actions within this document focus on what the City of Hobart can do, in collaboration with other organisations and the community, to maximise the opportunities and minimise the limitations of ageing.

The key issues identified by the local sector and older community members in the development of these actions are consistent with the work of other organisations working with and for older people, as well as being consistent with those previously identified by the City of Hobart.

The key issues identified by our local sector and community members were:

- Strengthening the social inclusion of older people – the community want the Council to work with other agencies and the community to address the social isolation of people as they age.
- Celebrating older people's diversity – the community want the Council to acknowledge, celebrate and support the full diversity of older people within all aspects of Council's work.

- Valuing, listening to, and empowering older people – the community want the Council to engage with older people, utilise their experience and wisdom and include them in decision making.
- Increasing access to positive ageing opportunities – the community want the Council to ensure that Council facilities, programs and events remain inclusive and accessible to people as they age.
- Increasing the knowledge of what is available for older people – the community want the Council to share resources, information, and opportunities in order to remain active, connected, and safe.

While the City will continue to work on a range of positive ageing projects and programs, the bulk of our positive ageing resources are focused on activities, events, and programs at Mathers House.

Mathers House provides a focal point, a platform and a hub for age inclusive creation, celebration, and participation. The social inclusion focus of Mathers House includes a dynamic and diverse volunteer base, all of whom contribute to creating a welcoming and safe space for the full diversity of older people within our community.

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 to increase social inclusion within our community, particularly for older people.

WORKING IN PARTNERSHIP

The Positive Ageing actions have been developed in response to aspirations of our community, based on engagement and targeted consultation with the local sector, older community members and volunteers as well as staff working in the positive ageing area.

The City of Hobart will continue to utilise connections and networks to increase participation in community life. This will include working with other councils, community organisations, businesses, and other levels of government.

The City of Hobart will also continue to draw upon the lived experience and skills of 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.

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.

HOPRG, which meets bi-monthly, will provide ongoing feedback on the delivery of the Positive Ageing actions, sharing advice and input into the City's Positive Ageing work, including identifying emerging issues and appropriate responses as required.



POSITIVE AGEING ACTIONS

Action	Measure	Timeframe
Deliver a menu of affordable, healthy and nutritious meals at Mathers House.	Numbers of meals served.	ONGOING
Deliver and support activities, programs and resources that promote healthy eating, nutrition, and age-appropriate diets.	Number and diversity of activities, programs and resources.	ONGOING
Deliver and support activities, programs and resources focussed on exercise, fitness, health, and wellbeing for older people.	Number and diversity of activities, programs and resources.	ONGOING
Deliver and support activities, programs and resources focussed on arts, creative, entertainment and social inclusion for older people.	Number and diversity of activities, programs and resources.	ONGOING
Deliver and support activities, programs and resources focussed on lifelong learning for older people.	Number and diversity of activities, programs and resources.	ONGOING
Deliver and support activities, programs and resources focussed on increasing the digital access and literacy of older people.	Number and diversity of activities, programs and resources.	ONGOING
Maintain a diverse and skilled pool of volunteers to support the Mathers House dining room, 'Meet & Greet', and cultural, health and social event and program delivery.	Number and diversity of volunteers. Length of service of volunteers.	ONGOING
Proactively publicise City of Hobart Positive Ageing opportunities through a seasonal What's On in collaboration with positive ageing, health and community venues, organisations, and networks.	Seasonal What's On produced and number and diversity of distribution outlets.	SEASONALLY

Action	Measure	Timeframe
Celebrate and promote Adult Learner's Week, Seniors Week, Mental Health Week, and other relevant events on the positive ageing calendar.	Number and diversity of workshops, programs and events delivered.	ANNUALLY
Deliver the federally funded Still Gardening program, supporting volunteers to help older people to live independently through gardening and social support opportunities.	Meeting of all contractual targets.	Contracted delivery 2025-2027
Maintain the Hobart Older Person's Reference Group to ensure ongoing consultation, strategic direction and project planning and delivery, and to proactively publicise City of Hobart Positive Ageing opportunities within the community.	Number of meetings per year, number and diversity of HOPRG members.	BI-MONTHLY
Connect the Hobart Older Persons' Reference Group with other positive ageing reference groups, networks, and committees to identify and act on shared goals and issues.	Number of opportunities to connect HOPRG with other older persons reference groups and/or networks.	ANNUALLY
Work with the Council on the Ageing (COTA) and other organisations to increase the community's awareness of Elder Abuse through events, information, resources, and links.	Support provided for delivery of Walk Against Elder Abuse, and events that support increased community awareness.	ANNUALLY
Participate in networks such as the Healthy Ageing Network (HANS) and maintain links with Council on the Ageing (COTA), and other relevant Positive Ageing organisations and bodies.	Number of networks/ meetings participated in.	ONGOING

COMMUNITY SAFETY AND CRIME PREVENTION – WHAT WE HEARD



Crime prevention is a multifaceted approach that seeks to minimise the chances of criminal activities and mitigate their impact on society. It encompasses a variety of strategies designed to reduce not only the fear of crime among community members but also the actual risk of crimes taking place.

The City has an active role in working with community, businesses, Tasmania Police and service providers to improve 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 and will continue to be reviewed and developed.

The City works closely with Tasmania Police to identify and solve problems, considers environmental design that makes public spaces less conducive to anti-social and criminal behaviour; and implements educational programs that covers safety measures and the importance of safety being everyone's responsibility. Such initiatives work towards creating a safer community, ultimately aiming to enhance the quality of life and foster a sense of security and trust.

The City of Hobart has contracts with several security providers to deliver safety and security monitoring across the City. Closed-circuit television (CCTV) systems are a critical component in the safety infrastructure of public spaces managed by the City of Hobart. By providing real-time surveillance and recording capabilities, CCTV cameras act as a deterrent to potential offenders, knowing their actions are being monitored as well as assisting the City and Tasmania Police to investigate incidents.

This surveillance technology also aids Tasmania Police in the identification and prosecution of individuals involved in criminal or anti-social behaviour. Furthermore, the presence of CCTV contributes to a heightened sense of security among the public, reassuring community members that measures are in place to safeguard the city.

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 solution. In some instances, these types of solutions are the best option, but often responding to social drivers of crime is the most effective way to improve the safety of the community.

The City advocates and supports service providers to raise awareness and advocate on issues such as domestic and family violence, elder abuse, suicide prevention and sexually motivated crime. The City also has a role to understand (and when required) raise awareness on issues relating to tobacco, alcohol and other drugs.

Council will continue to take a leadership role in community safety, however, when it comes to safety, everyone has a role to play. We are committed to being innovative in our approach with the intention to drive optimal safety outcomes for the City of Hobart community.



WORKING IN PARTNERSHIP

The community safety and crime prevention actions have been developed in consultation with representatives from the various safety networks, individual stakeholders and staff who all directly and indirectly associate with community safety.

We heard that things have not changed dramatically within the safety space and that only a few changes should be made to update the current actions. Informed by stakeholder insights, Tasmania Police crime data, and research, we have formulated targeted action items to address principal concerns within our Action Plan. This includes a continuation of certain actions from the Council's prior Community Safety Commitment (2021 - 2023), which align with the fundamental expectations of community safety. Moreover, our

Action Plan outlines several innovative and forthcoming initiatives designed to enhance the well-being and security of Hobart's residents.

The City will continue to strengthen existing partnerships and seek to build new collaborations with key government agencies and other community stakeholders through the Safer Hobart Alliance.

These actions continue to build on the work already undertaken by the City of Hobart during the development and implementation of the previous Community Safety Commitments. Network groups such as the City's Late Night Precinct Stakeholder Group, Hobart Youth Outreach and Diversionary Alliance, Prejudice



Related Hate Crime Group and the Hobart Retailers Safety and Security Group have provided opportunities for us to trial and evaluate community safety initiatives.

During the consultation period 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 networks voiced to us issues relating to discrimination and prejudice, the anti-social behaviours in the CBD and the harm this does 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 continue to experience a range of challenges driven by complex social issues, encouraging the City to continue to work with business owners, Tasmania Police, Crime Stoppers, Neighbourhood Watch and other stakeholders to respond to these issues. The establishment of the Safer Hobart Alliance will further support collaboration.

It was highlighted that when we work in partnership with others we achieve the best outcomes for our community, this includes partnering on initiatives that support the prevention of violence against women and children, elder abuse, alcohol and other drug awareness and crime prevention that provide outlets to promote awareness of support programs and initiatives available to the Hobart community.

COMMUNITY SAFETY AND CRIME PREVENTION ACTIONS

Action	Measure	Timeframe
Continue to contribute to the Late Night Partnership through funding the security presence at the secure taxi rank and Salamanca Square toilets on a Friday and Saturday nights.	Security contract maintained and funded.	ONGOING
Convene quarterly meetings of the Safer Hobart Alliance and implement resulting actions and.	Number of meetings held. Number of resulting actions delivered.	QUARTERLY
Hold quarterly meetings of the Hobart Youth Outreach and Diversionary Alliance and Late Night Partnership groups and provide quarterly updates through to the Safe Hobart Alliance.	Number of meetings held and updates provided.	QUARTERLY
Provide community groups and organisations the opportunity to promote community health and safety messages/ campaigns through the City's public toilet awareness frames.	Number of opportunities to promote community health and safety.	TWICE YEARLY
Participate as an active member of the CCCLM Safe Cities Network; increase our knowledge and learn from other cities to apply a best practice approach to community safety.	Participation in CCCLM network and opportunities to incorporate into safety program.	QUARTERLY
Where required, develop programs relating to community safety and prevention in response to emerging issues.	Number of programs developed	ONGOING
Recognise and promote specific initiatives aimed at increasing public awareness and knowledge such as Vaping Information Sessions, Cuppa with a Cop etc.	Number of initiatives and sessions/programs delivered.	ANNUALLY
Partner, support and advocate for the delivery of youth outreach programs that engage disadvantaged youth in a positive way.	Number of opportunities to advocate with support service providers to deliver programs and initiatives relating to youth outreach.	ONGOING

Action	Measure	Timeframe
Provide education to businesses on how youth intervention programs reduce antisocial behaviours and seek their potential investment in such initiatives.	Number of workshops and initiatives delivered on retail safety.	ANNUALLY
Deliver, support or promote initiatives during Community Safety Month in September each year.	Number of initiatives delivered and supported.	ANNUALLY
Raise awareness of elder abuse including participating in the Walk Against Elder Abuse in June each year.	Attendance and promotion of the event.	ANNUALLY
Collaborate with Youth Programs to support the provision of programming at Youth ARC to engage meaningfully with at risk young people with the goal of reducing antisocial behaviours and increase wellbeing.	Opportunities provided to engage with at risk young people.	ONGOING
Promote the reporting and recording of prejudice related crime and graffiti in partnership with Equal Opportunities Tasmania and community organisations.	Opportunities to promote and engage community to report graffiti.	ONGOING
Develop an Asset Management plan relative to CCTV systems. Incorporating a phased lifecycle plan to ensure existing and new security installations are prioritised based on a collaborative risk assessment.	Plan developed.	ONGOING
Identify a suitable provider, determine costs and seek approval for the delivery of specialised training in Crime Prevention Through Environmental Design (CPTED) for City of Hobart staff.	Trainer and costs identified, and training delivered to staff.	AS REQUIRED
Continue to advocate for the establishment and recognition of Community Safety and Enforcement positions within the Council to ensure the effective management and stewardship of public spaces.	Advocacy for positions undertaken.	ONGOING
Review the community safety and crime prevention pages of the City's website.	Website reviewed and updated.	ANNUALLY
Develop community safety and crime prevention information sheets to clearly articulate the City's role in this work.	Safety fact sheets developed and distributed to community.	ONGOING

LGBTIQA+ – WHAT WE HEARD



Everyone – without exception – deserves to be safe, supported and equal. Hobartians identifying as Lesbian, Gay, Bisexual, Transgender, Intersex, Queer or Asexual (LGBTIQA+) are valued members of our community. Recognising, celebrating and protecting our community's gender and sexual diversity helps to make the Greater Hobart area a better place to live for everyone.

While LGBTIQ+ communities take strength in shared pride, different people identifying as LGBTIQ+ have their own unique experiences, practices and culture. As a result the City of Hobart understanding of, support for and celebration of our LGBTIQ+ communities has changed and will continue to evolve, as our community changes and evolves.

On a positive note, in the past few years, involvement from the margins of rainbow communities in mainstream culture has increased. While the visibility, presence and voices of LGBTIQ+ communities has increased, unfortunately in many instances this has resulted in increased experiences of discrimination.

It is important to recognise the diversity of LGBTIQ+ experiences. Being LGBTIQ+ is only one part of any person's identity. As well as being diverse in their sexuality, gender identity or sexual characteristics, LGBTIQ+ people are diverse in other ways. This might include their Aboriginality, ethnicity, colour, nationality, refugee or asylum seeker background, migration or visa status, language, faith, ability, age, mental health, socioeconomic status, housing status or geographic location.

In delivering the LGBTIQ+ Action Plan, it is important that our actions recognise the vastly different experiences of people within LGBTIQ+ communities. The City's actions within this area must not only contribute to increasing the broader community's understanding of LGBTIQ+ life, aspirations and needs but must have a direct and real impact on the quality of people's lived experience.

The emphasis on collaboration with other organisations and community members supports a comprehensive approach to implementing the City of Hobart LGBTIQ+ Action Plan, and the action and strategic plans of other organisations. By involving voices from marginalised segments like LGBTIQ+ people of colour, and trans and gender diverse individuals, the City aims to enhance visibility and representation, while addressing the discrimination these groups may face.

Moreover, the commitment to minimising discrimination and maximising opportunities underscores a proactive stance in creating a supportive environment for all LGBTIQ+ residents. This approach not only aims to improve the quality of life for LGBTIQ+ individuals but to also contribute to a more inclusive and diverse community overall.

WORKING IN PARTNERSHIP

The LGBTQIA+ actions have been developed in consultation with representatives from the various LGBTQIA+ and allies' networks, individual stakeholders and staff who all directly and indirectly associate with the LGBTQIA+ communities.

The City will continue to strengthen existing partnerships and seek to build new collaborations with key government agencies and other community stakeholders toward that aspiration of everyone in our community feeling welcomed, respected, included and most importantly, safe.

The City of Hobart will continue to draw upon the lived experience and skills of our reference groups to help guide program planning and delivery of projects. The input of lived experience and community groups is integral to our work, providing unique advice and perspective to support action delivery and strategic focus.

With this in mind the City of Hobart LGBTQIA+ Reference Group will focus on identifying, supporting, and helping deliver initiatives that focus on social inclusion, assist with community engagement as well as providing insights and recognise opportunities on issues such as:

- Discrimination and stigma
- Resilience and pride
- Empowerment and voice

Consisting of a diverse range of community members with diverse life and professional experience, the LGBTQIA+ Reference Group will provide the City with an ongoing consultative group that guides, questions, and suggests ways of addressing issues for the queer communities.

The City of Hobart will deliver on these priorities through a variety of projects, initiatives and partnerships, as identified in the following actions. This work aligns with a range of strategies, commitments and plans across the organisation.

We are proud that the City of Hobart celebrates the contributions that LGBTQIA+ individuals and communities make to the life of our city. The actions we have identified within this document aim to demonstrate how we will continue to support these communities to be proud,



LGBTIQA+ ACTIONS

Action	Measure	Timeframe
Monitor trends and maintain a broad understanding of the concerns of LGBTIQA+ people and their communities, proactively addressing issues	Number and diversity of workshops, forums and events that increase social connection and communication.	ONGOING
Celebrate and support the TasPride Festival each year through community promotion, delivering and supporting public events.	Delivery of the TasPride launch at Town Hall including opportunities to display relevant community flags outside council buildings.	ONGOING
Foster and promote the Youth Arts and Recreation Centre (Youth ARC) as a proudly inclusive venue for young LGBTIQA+ people by creating opportunities to highlight their skills and talents.	Number and diversity of Youth ARC Pride activities.	ONGOING
Promote and provide opportunities for LGBTIQA+ artists to exhibit their creative practice, celebrate community pride and highlight concerns through public art..	Opportunities to exhibit and promote work by LGBTIQA+ artists and creative producers.	ONGOING
Recognise and celebrate specific LGBTIQA+ international days in collaboration with communities and the sector and support and deliver events, forums, workshops, information sessions or other awareness raising projects.	Opportunities to display relevant community flags outside council buildings. Number and diversity of workshops, forums and events.	ONGOING
Facilitate the City of Hobart LGBTIQA+ Reference Group, to oversee the implementation of the LGBTIQA+ actions, support the delivery of projects, and advise Council on the aspirations and concerns of LGBTIQA+ communities.	Number of meetings per year, number and diversity of LGBTIQA+ members.	QUARTERLY
Coordinate City of Hobart participation of staff and Elected Members in the Tas Pride Parade.	Number of Staff, EMs and volunteers attending the parade.	ANNUALLY
Include LGBTIQA+ communities in the Hobart Respects All initiative to celebrate the achievement and diversity as well as raising awareness of harassment, discrimination, and violence towards LGBTIQA+ community members.	Opportunities to connect LGBTIQA+ Reference Group to HRH activities.	ANNUALLY

Action	Measure	Timeframe
Explore opportunities to highlight and celebrate the history, diversity and lived experience of LGBTIQ+ community members.	Opportunities to connect LGBTIQ+ history groups	ONGOING
Review and recommend consistent improvements to City of Hobart publications and online platforms, to promote inclusive and equitable gender diversity and pronoun recognition.	Opportunities to connect with internal staff and improve the CoH forms and communications.	ONGOING
Work with LGBTIQ+ communities, Tasmania Police and Equal Opportunity Tasmania to promote existing reporting mechanisms and identify and address the barriers to the reporting of hate crimes experienced by LGBTIQ+ people.	Number and diversity of workshops, forums and events that increase social connection and communication with the LGBTIQ+ communities' representatives.	ONGOING
Ensure that Mathers House and the Still Gardening program actively encourage participation by LGBTIQ+ community members and volunteers aged 50+.	Opportunities to connect HOPRG and LGBTIQ+ groups with other older persons reference groups and/or networks.	ANNUALLY
In collaboration with the local sector, provide inclusion and equity training for City employees and Elected Members that highlights the lived experience of trans and gender diverse community members.	Training identified and delivered.	ONGOING
Identify and address the barriers to LGBTIQ+ people participating fully in community life and the use of public spaces and City of Hobart venues, with the aim of reducing social isolation.	Documentation of barriers and number and diversity of opportunities to address social isolation.	ONGOING
Coordinate the City of Hobart LGBTIQ+ and allies employee network, to enhance workplace inclusion in order to strengthen City of Hobart as an employer of choice.	Numbers of meetings, number and diversity of membership and opportunities to improve workplace culture.	ONGOING
Acknowledge and support LGBTIQ+ Domestic Violence Awareness Day, identifying opportunities to promote awareness of, and advocate support for, LGBTIQ+ people who experience intimate partner violence.	Opportunities to promote awareness and increase community understanding.	ONGOING

YOUTH PROGRAMS – WHAT WE HEARD



The City is committed to providing young people from a diverse range of backgrounds and experiences, with opportunities to thrive, participate, develop, connect and reach their aspirations.

It is understood that adolescence and the transition to adulthood can be a challenging time for young people, their families, and their community. This plan celebrates the role that young people play in a healthy and thriving community and keep future generations at the heart of our thinking.

Safe, Social Spaces - Young people regularly remind us of the importance of having safe and engaging 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 continue to offer access to empowering activities, food, and accessible, supportive mentors. Young people also identify the need for more known and accessible recreational, arts and cultural activities in Hobart.

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. 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. Young people are also seeking relevant volunteering experiences to develop employment skills and real world exposure to workplaces.

Support for Diverse Young People - Hobart is a diverse city with young people being hyper-aware of diversity, the variety of ways of being and expressing oneself

and how diversity leads to differing support needs. Young people who are new to Hobart need opportunities and support to increase their networks and make connections with other young people. Youth Arts and Recreation Centre (Youth ARC) provides opportunities to engage in the community in a safe, meaningful way, and to have their identity respected and celebrated. The need to have separate activities within the youth age group was identified as they are not a homogenous group and they see great differences in need and support requirements between those aged 12-14, 15-18 and those over the age of 18.

Voice and Participation - Young people and the sector emphasised the importance of ongoing, meaningful engagement at all levels of decision making processes. Young people are incredible advocates with innovative ways of seeing the world. 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 challenges and opportunities for positive action and change.

Advocacy on Key Issues - The key challenges for young people today were identified as: mental health, public transport, sustainability, and employment and education. There is a rise in young people facing mental illness and concern about the lack of appropriate services to support them. Although these challenges extend outside the City of Hobart's scope of influence, it was noted that these are key areas for advocating for more reliable and accessible services.

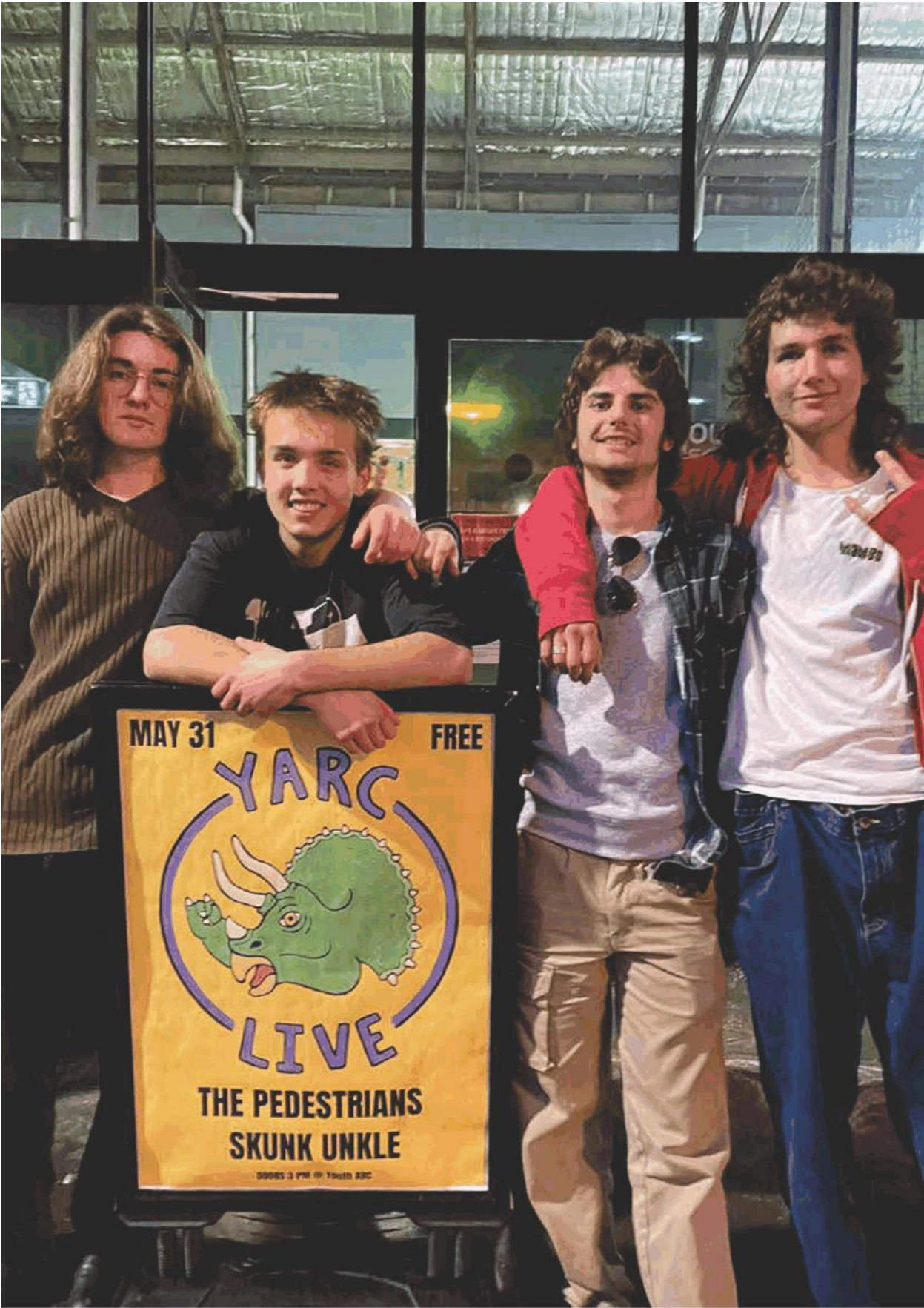
WORKING IN PARTNERSHIP



The Youth Program actions have been developed in response to aspirations of young people, our community, and targeted consultation and research. This resulted in the development of detailed actions that assist the City in building an equitable and inclusive community.

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

Youth Action Priorities (YAP) 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 ARC users and young people in public space. Employees also ensure regular communication with key stakeholders to review progress and hear feedback.



YOUTH PROGRAMS ACTIONS

Action	Measure	Timeframe
Continue to improve and maintain the Youth Arts and Recreation Centre (YouthARC) as a safe, social and vibrant place for young people through the Open Access Program.	Numbers of youth participants with demographics.	ONGOING
Support creative and community programs by enabling the hire of facilities at the Youth ARC to business, community organisations and individuals.	Number of external hires.	ONGOING
Provide opportunities for young people to get involved in events and activities that develop and showcase their skills and talents; opportunities such as Platform youth culture magazine, podcast series, art exhibitions, music performances (YARC Live) and events.	Number and diversity of events, projects and forums which showcase skills and talents.	ONGOING
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.	Number and diversity of young people engaged with.	ONGOING
Proactively outreach with schools to showcase YouthARC and invite youth to engage with and participate in Open Access and programs.	Number of schools connected with.	ONGOING
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.	Number of Youth Action Priorities (YAP) meetings.	QUARTERLY
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.	Documentation of needs and issues for families, children and young people in Hobart.	ONGOING

Action	Measure	Timeframe
Provide leadership and development opportunities for young people through the Youth Advisory Squad and support collaboration with other regional youth reference groups.	Number, ages and diversity of Youth Advisory Squad participants. Opportunities to engage with other regional youth reference groups.	ONGOING
Develop and deliver a variety of skill development programs and projects to encourage young people to test, try and learn creative, cultural, employability and life skills.	Number and diversity of skill development programs offered.	ONGOING
Build partnerships with local Aboriginal Organisations to create a culturally safe Youth ARC for Aboriginal young people and provide opportunities for non aboriginal young people to learn more about Aboriginal culture.	Number of partnerships created. Number of non aboriginal young people provided opportunities to learn more about Aboriginal culture.	ONGOING
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.	Documentation of advocacy to other levels of government.	ONGOING
Design and trial tailored programs and partnerships to increase participation of and support with young new Australians, young people with disabilities and LGBTIQ+ young people to reduce the impacts of isolation, discrimination and harassment.	Number of programs and partnerships developed with young new Australians, young people with disabilities and LGBTIQ+ young people.	ONGOING
Deliver recreational programs outside that nurture young people's connection with the natural environment, sky, land and waterways	Number and diversity of outside recreational programs.	ANNUALLY

MULTICULTURAL PROGRAMS – WHAT WE HEARD



Hobart has a rich, diverse history stretching back more than 40 000 years. Tasmanian Aboriginal People were the first to care for this place, nipaluna. 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 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.

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. 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.

Social Cohesion and Inclusion

- 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 safe, responsive and accessible events that allow different groups to come together.

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.

Empowerment - Community members look to the City 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; and having activity organisers from target communities.

Additionally, community members identified the need for more physical and social spaces for multicultural people to interact with 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.

Racism and Discrimination - Racism and discrimination continue to negatively impact multicultural communities in various ways and to various degrees. 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.

WORKING IN PARTNERSHIP

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.



MULTICULTURAL ACTIONS

Action	Measure	Timeframe
Facilitate the Networking for Harmony Multicultural Advisory Group for information sharing, networking, feedback to the City and safe community conversations every two months.	Number of meetings per year, number and diversity of NFH members.	ONGOING
Deliver annually the City's International Student Ambassador Program to provide participation, leadership and access opportunities for international students.	Number of Student Ambassadors and projects undertaken.	ONGOING
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 and sharing information and resources.	Number of ceremonies. No. of new citizens conferred.	ONGOING
Partner and directly deliver community and cross-cultural events that celebrate diversity and provide an opportunity for community groups to connect and share.	Number and diversity of events that celebrate diversity.	ONGOING
Continue to develop and enhance content available on the City's website for multicultural programs and promote culturally significant dates via Comms to raise awareness and knowledge.	Number and diversity of events and significant dates promoted.	ONGOING
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.	Documentation of needs of multicultural communities and number of local contacts	ONGOING
Collect and analyse demographic data to determine the cultural, religious and linguistic composition of the local community.	Documentation of demographic data.	ONGOING

Action	Measure	Timeframe
Continue to provide support to increase diverse representation in publications and communications produced by the City.	Opportunities to increase diverse representation within City publications and communications.	ONGOING
Advocate for and support community messaging about racism. Continue to promote Hobart Respects All and anti-racism campaigns.	Opportunities to advocate and support anti-racism projects and Hobart Respects All.	ONGOING
In partnership with Equal Opportunity Tasmania (EOT), continue to deliver tailored information sessions about anti-discrimination law and the importance of reporting racism, for Hobart's cultural groups.	Number of tailored information sessions delivered in partnership with EOT.	ONGOING
Encourage continuous improvement across the organisation, using the Social Inclusion Policy to reduce the risk of discrimination within our scope of influence.	Monitoring and documentation of continuous improvement in addressing discrimination issues internally.	ONGOING
Review documents, publication and communication for accessibility and inclusivity.	Number of documents reviewed for accessibility and inclusivity.	ONGOING
Continue to participate in the Welcoming Cities network and progress against the National Standard. Apply for accreditation as an established level Welcoming City.	Number of network activities participated in. Application for Establishment Level submitted.	ONGOING

HOMELESSNESS – WHAT WE HEARD



The actions identified for this area follow on from the work undertaken by the City through the implementation of the *Housing and Homelessness Strategy 2016-2019* and the *Affordable Housing and Homelessness Commitment 2021-2023*.

The affordable actions that were contained within those previous documents will be included within a separate document, to be developed in consultation with the local housing sector organisations and the community at a later date.

With that in mind, the feedback that the City received when developing our Homelessness actions was overwhelmingly that we should continue to build on the success of our previous work. The City will continue to play a significant role in identifying and responding to relevant issues in close collaboration with the specialist homelessness sector and people with a lived experience of homelessness and housing stress.

The engagement process identified ongoing and emerging issues within these areas and resulted in short and long-term actions for us to deliver, with consideration given to our roles and resources. Opportunities for collaboration with other sector, government agencies and peak bodies were seen as a high priority, as were actions that had a direct impact on the wellbeing and accommodation options for people experiencing homelessness

Key issues identified by the sector and community include:

- The City focussing resources on promoting and supporting specialist homelessness organisations and services in order to address the increase in all levels of homelessness within Hobart.
- The City coordinating and increasing its resourcing to maximise the impact of identified actions on homelessness and housing stress within Hobart.

- The City working with peak bodies and the specialist homelessness sector in order to increase communication and collaboration, maximise shared resources to deliver identified actions.
- The Council raising the community's awareness of the complexity of issues impacting on people experiencing homelessness and increasing support for the full range of programs to address these.

The homelessness sector and people with a lived experience of homelessness acknowledge that the City is not involved in the delivery of services to directly address homelessness. It does play a vital role however in connecting with other cities locally and interstate, sharing information and resources, advocating for positive change to all levels of government, networking and connecting the local sector as well as supporting grass roots groups to meet their goals in addressing homelessness.

The City's biggest resource in this area is our people, with the impacts of homelessness upon our community being addressed by different areas of Council in many ways. This impact involves staff working in compliance, community programs, cleansing, open space management and communications. To this end one of the key focus areas for Council in the delivery of all of the actions identified within this area will be internal coordination and more thorough and systematic documentation of relevant issues and responses

WORKING IN PARTNERSHIP

The City of Hobart continues to build upon existing partnerships while creating new strategic partnerships to enable cohesive, collaborative responses to local challenges. We are committed to being transparent and accountable in the delivery of the Homelessness actions. We look to our community to guide us and provide feedback to strengthen our approach and delivery over time.

The actions within this area have the potential to include a number of marginalised communities, and many will have relevance to a number of the City's community reference groups. This may include the Access Advisory Committee, the Hobart Older Person's Reference Group, the Youth Advisory Squad, LGBTQIA+ Reference Group and the Networking for Harmony Multicultural Reference Group.

With the above in mind, the governance and review of the Commitment will directly involve the following specific reference groups:

GREATER HOBART HOMELESSNESS ALLIANCE (GHHA)

Convened by an elected member of Hobart Council, the GHHA provides a forum for collaboration, information sharing and partnership between greater Hobart housing and homelessness sector stakeholders. While the Alliance is focused on improving policy, practice, and service delivery to achieve better long-term outcomes for people who are homeless or at risk of homelessness it also has a role in ensuring any local work that the Council is involved in supports and value adds to work being undertaken at a regional level.

HOUSING WITH DIGNITY REFERENCE GROUP

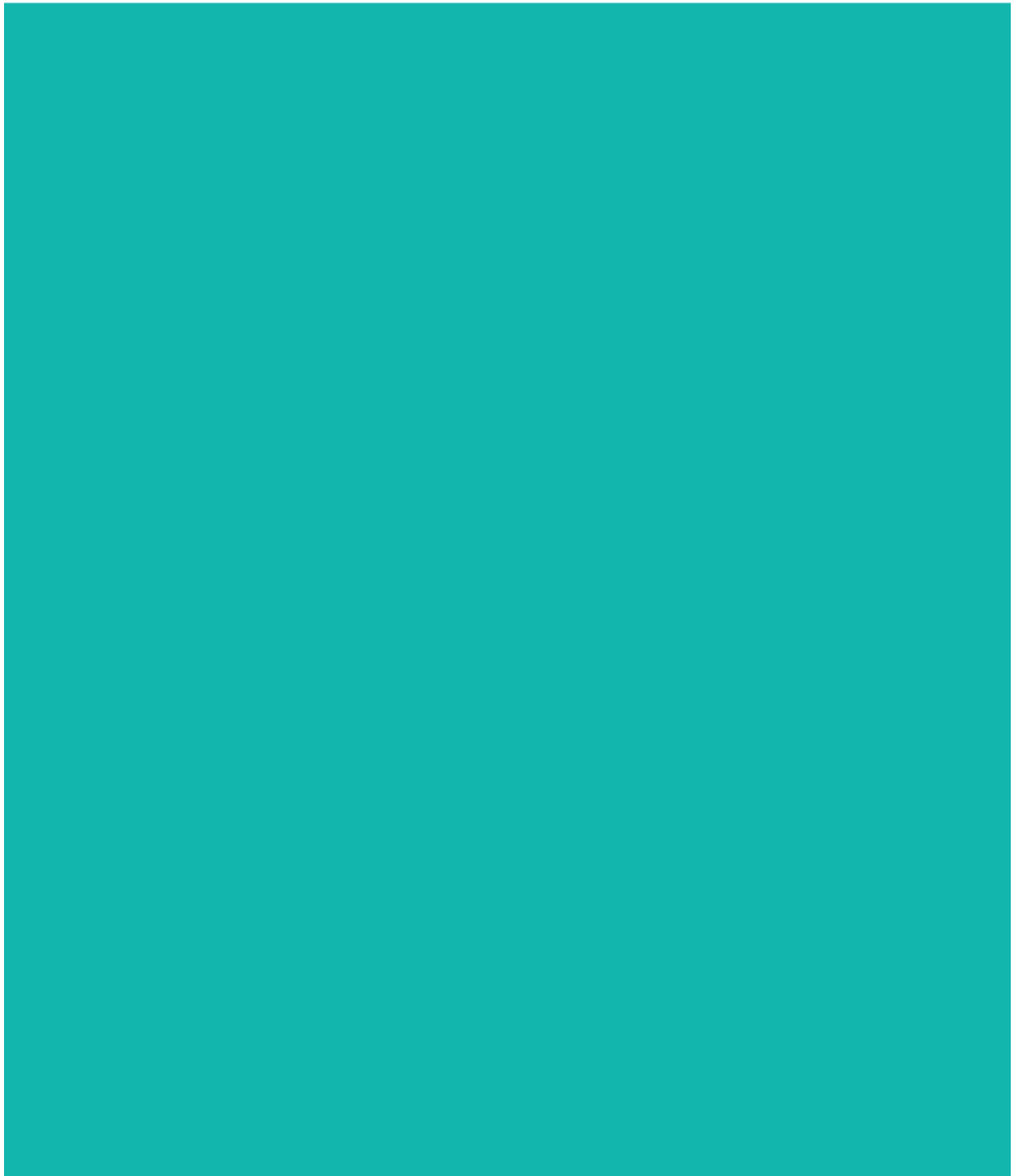
The reference group is made up of people with a lived experience of housing stress and/or homelessness that are passionate about making a change. Members meet bi-monthly to discuss affordable and homelessness issues in and around Hobart and provide advice and assistance to City of Hobart employees and Elected Members. Members are also involved in assisting staff with the delivery of projects that help to raise community awareness and that have a practical outcome for people experiencing homelessness.



HOMELESSNESS ACTIONS

Action	Measure	Timeframe
Coordinate the Housing With Dignity Reference Group to provide lived expertise to Council on policy and strategy and helps to identify and progress initiatives that address homelessness issues within Hobart.	Number of meetings per year, number and diversity of HWDRG members.	BI-MONTLY
Deliver and support projects, workshops, exhibitions, forums or events, such as I am Somebody and Songs from the Street, within Homelessness Week or Anti-Poverty Week.	Number and diversity workshops, programs and events delivered and supported as part of Homelessness Week.	ANNUALLY
Provide free venue use at Mathers and Criterion Houses to community-initiated services, such as Food Not Bombs; Dining with Friends; Pets in the Park; Circle of Love and Care; and Mutual Aid Kitchen, that support community members in need.	Numbers of grass-roots organisations supported.	ONGOING
Provide resources or training to support City of Hobart staff interacting or working with people experiencing all forms of homelessness or housing stress.	Number of CoH Staff participating in training.	ONGOING
Advocate for funding to continue the delivery of the Health with Dignity project, in partnership with The Salvation Army and local general practice, to provide free medical appointments to people in extreme need.	Advocacy undertaken.	ONGOING
Provide information to individuals in need, the broader community and the sector about local homelessness, health and social support services within Hobart through the provision of the Hobart Helps Card.	Number of cards distributed; diversity of service provider information included in the card.	ONGOING
Maintain a dedicated homeless initiative budget in order to support 'on the ground' homelessness initiatives and projects emergency back packs, recharge stations, or lockers, etc.	Number and diversity of initiatives supported.	ANNUALLY
Participate in Specialist Homelessness Services Southern Forum to collect and compare data, network, share information, and develop initiatives that address homelessness within southern Tasmania.	Participation in relnet networks.	ONGOING

Action	Measure	Timeframe
Provide and promote appropriate public infrastructure that supports all community members, particularly those in need, such as showers, water bubblers / refill stations, power points and Wi-Fi hot spots, and identify opportunities for inclusion of additional facilities in any new City of Hobart developments.	Number of facilities provided.	ONGOING
Actively participate on the Council of Capital City Lord Mayors (CCCLM) Housing and Homelessness Working Group, to raise and address homelessness issues identified by all capital cities.	Participation in meetings per year, number and diversity of CoH CCCLM members.	QUARTERLY
Promote and support community services, programs and venues managed and delivered by the community sector, that support experiencing homelessness, such as Streets to Home and Safe Space.	Opportunities to promote and support identified Homelessness services.	ONGOING
Engage with Southern Tasmanian Councils, the Tasmanian Government and sector representatives through the Greater Hobart Homelessness Alliance to share resources, coordinate responses and address homelessness issues across Greater Hobart.	Number of meetings per year, number and diversity of GHHA members.	QUARTERLY
Increase the community's awareness of actions that can assist with lowering the cost of accommodation such as measures to reduce energy consumption and/or increase energy efficiency.	Opportunities to increase community awareness and ability to act.	
Work with local and national educational and research institutions and organisations to participate in and promote research and awareness raising that has a positive impact on the delivery of local services, and that increases the community's understanding of homelessness.	Opportunities to participate in and support research.	
Establish a City of Hobart Homelessness Working Group to ensure effective and supportive management of homelessness issues within the organisation.	Establishment of working group and number of cross divisional meetings.	ONGOING
Develop a homelessness protocol document to guide the City's response to people without a home sleeping rough in public spaces.	Development and implementation of homelessness protocol.	ONGOING



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